

2014 NWT Survey of Mining Employees

Overall Report



NWT Bureau Of Statistics
Government of the Northwest Territories
December 2014

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**2014 NWT SURVEY OF MINING
EMPLOYEES**

REPORT

NWT BUREAU OF STATISTICS
GOVERNMENT OF THE NORTHWEST TERRITORIES
DECEMBER 2014

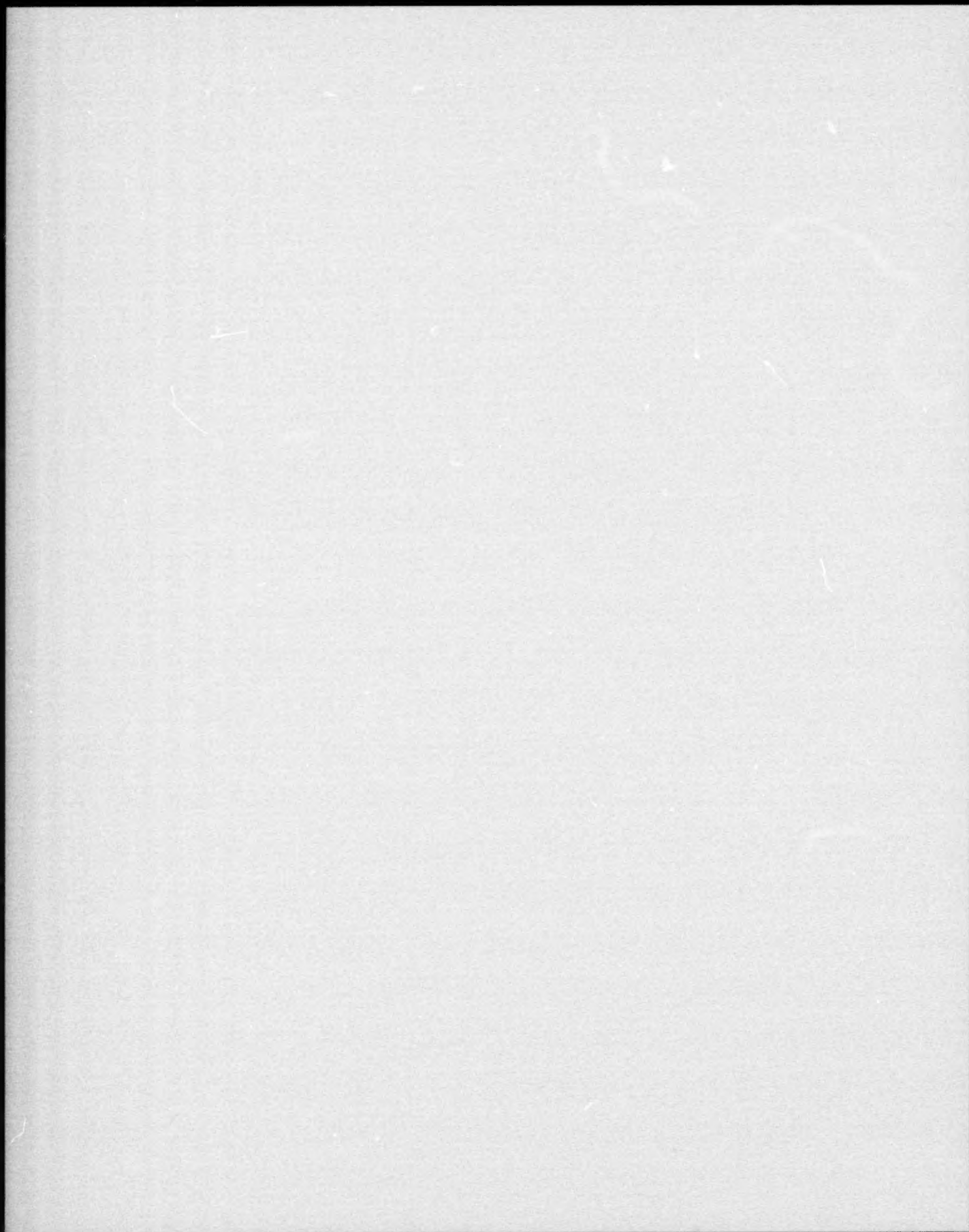


TABLE OF CONTENTS

1	INTRODUCTION.....	1
1.1	HIGHLIGHTS.....	3
2	PROFILE OF NWT MINING EMPLOYEES.....	5
2.1	RESIDENCY.....	5
2.2	DEMOGRAPHICS.....	7
2.3	EDUCATION	8
3	EMPLOYMENT CHARACTERISTICS	10
3.1	EMPLOYMENT HISTORY WITH NWT DIAMOND MINES	10
3.2	WORK SCHEDULES	11
3.3	OPPORTUNITIES FOR CAREER GROWTH	12
3.4	SATISFACTION WITH PAY AND BENEFITS	14
3.5	POSSIBLE EMPLOYMENT DESTINATIONS.....	15
4	HEALTH AND WELLNESS	17
4.1	USE OF HEALTH SERVICES.....	17
4.2	USE OF FACILITIES	18
4.3	HEALTHY FOOD OPTIONS	18
5	RELOCATION CONSIDERATIONS	19
5.1	RELOCATION CONSIDERATIONS FOR NWT RESIDENTS.....	19
5.2	LIKELIHOOD OF LEAVING THE NWT BY CURRENT RESIDENTS	20
5.3	RELOCATION CONSIDERATIONS FOR NON-NWT RESIDENTS.....	21
6	SUMMARY	23
7	STATISTICAL TABLES	25
8	APPENDICES	59
8.1	APPENDIX A: METHODOLOGY	61
8.2	APPENDIX B: SURVEY QUESTIONNAIRE.....	63

LIST OF STATISTICAL TABLES

Table	Title	Page
1	Demographic characteristics, 2014 & 2009	27
2	Region of residence, 2014 & 2009	28
3	Length of stay in community of residence, 2014 & 2009	28
4	Residency category, 2014 & 2009	29
5	Demographic profile by residency, 2014	30
6a.	Family profile by residency, 2014	31
6b.	People currently living with respondent, 2014	32
6c.	Home ownership by residency, 2014	32
7a.	Number of children by residency, 2014	33
7b.	Dependents not living with respondent, 2014	33
8	Highest level of education completed by residency, 2014	34
9	Employment profile by residency, 2014	35
10	Number of years working with NWT mines by demographic characteristics, 2014	36
11	Work history with NWT mines during the past 5 years by residency, 2014	37
12	Main reason for leaving previous mine, 2014	37
13	Most important factor to stay working at the mine by residency, 2014	38
14	Competitiveness of pay and benefits by residency, 2014	39
15a.	Current and preferred work schedules by residency, 2014	40
15b.	Current and preferred work schedules by rotation, 2014	41
16a.	Opportunities for career growth by residency, 2014	42
16b.	Main reason for lack of career growth opportunities, 2014	42
17a.	Equal access to career advancement as co-workers by residency, 2014	43
17b.	Advise a friend to apply for a job at their mine by residency, 2014	43
18a.	Where most likely to apply for a job outside current mine by residency	44
18b.	Likelihood of looking for job outside this mine in the next 12 months by residency	44
19	Use of services and facilities by employees who work at mine site by residency	45

Table	Title	Page
20a.	Use of Health Services, 2014	46
20b.	Use of Health Services, 2014	47
21	Profile of residents from the NWT, 2014 & 2009	48
22	Profile of residents who moved to the NWT, 2014 & 2009	49
23	Main reason for moving to the NWT, 2014	50
24	Likelihood of considering a move from the NWT in the next 12 months	51
25	Main reason for considering a move from NWT in the next 12 months	52
26	Profile of respondents who previously lived in the NWT, 2014 & 2009	53
27a.	Years lived in the NWT before moving, 2014	54
27b.	Reasons for moving from the NWT, 2014	54
28	Level of concern for those who previously lived in the NWT in considering a move back to the NWT, 2014	55
29	Profile of respondents who never lived in the NWT, 2014 & 2009	56
30	Level of concern for those who never lived in the NWT in considering a move to the NWT, 2014	57
31	Main reason keeping Non-NWT residents from moving to NWT, 2014 & 2009	58

1 INTRODUCTION

On behalf of De Beers Group of Companies, Diavik Diamond Mines (2012) Inc., Dominion Diamond Ekati Corporation, and the Government of the Northwest Territories, the NWT Bureau of Statistics conducted the 2014 NWT Survey of Mining Employees between August and October 2014. This was the second survey of all NWT diamond mine employees with the first one completed in 2009. The survey collected information on the demographic profile of mining employees, their experiences working at the mines, health and wellness, current community of residence, factors they consider when thinking about relocation, and barriers to moving to the Northwest Territories.

Of the 3,107 mining employees in the sampling frame, 2,578 responded for an overall response rate of 83%. Analysis and conclusions in this report refer to survey respondents only.

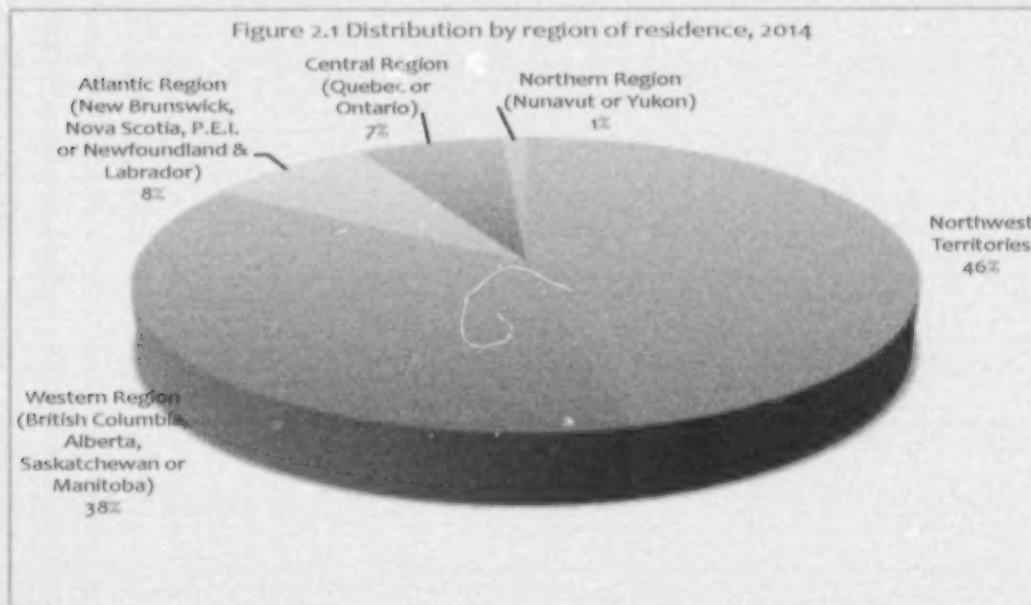
1.1 HIGHLIGHTS

- Compared to 2009, respondents were a little older in 2014, education levels improved and the proportion of Non-NWT residents increased. Further differences in demographic characteristics were evident when respondents were analyzed by residency group.
- The highest proportion of respondents had worked between 1 - 4 years at a NWT mine. Those employees working less than one year were more likely to be NWT residents than Non-NWT residents.
- Mining employees indicated that pay and benefits and liking their rotation were the two most important factors encouraging them to stay working at their current mine.
- One in every three mining employees were likely or very likely to look for another job in the next 12 months. The top three destinations for applying on another job were other NWT mines, the Alberta oil sands, and mining companies outside the NWT.
- As in 2009, of those NWT residents who were likely to leave the NWT in the next 12 months, cost of living was the main reason for considering a move.
- The main reason keeping Non-NWT residents from moving to the NWT was that they liked their home community, the same reason as five years ago.
- For those respondents who had never lived in the NWT, over 80% consider cost of housing and cost of utilities as major concerns when considering relocation to the NWT.

2 PROFILE OF NWT MINING EMPLOYEES

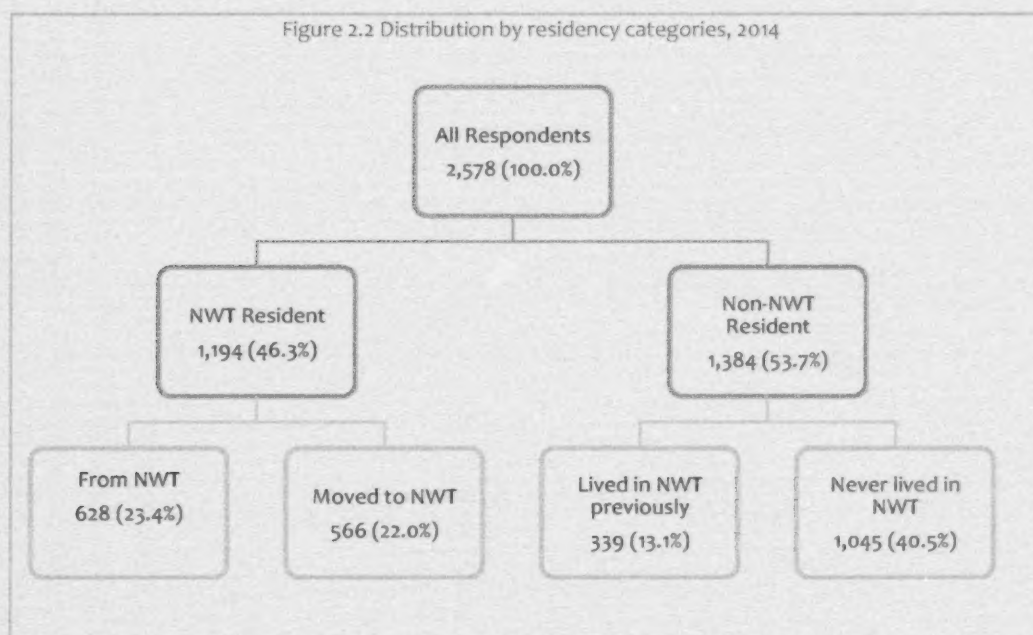
2.1 RESIDENCY

Among 2014 survey respondents, 46% were NWT residents while 54% resided in other regions. The Western region accounted for over a third of all respondents, and the majority of Non-NWT residents. Compared to 2009, the highest increase in the proportion of employees was among those living in the Atlantic and the Central regions.



About half of respondents had lived in their current community for 15 years or more, followed by those who had lived between 1 - 4 years (18%), 5 - 9 years (15%), 10 - 14 years (11%), and less than one year (5%).

For the purposes of this report, respondents were divided into two distinct residency groupings: NWT residents and Non-NWT residents. Figure 2.2 presents the distribution of the residency categories. NWT residents were further sub-divided into those from the NWT and those who moved to the NWT. Non-NWT residents were sub-divided into those who previously lived in the NWT and those who never lived in the NWT.



2.2 DEMOGRAPHICS

Of the 2,578 individuals who completed the 2014 survey, the majority (84%) were male. Those aged 25-54 years represented about 75% of respondents. The majority of respondents were married or in a common-law relationship. Approximately 30% of respondents were Aboriginal. Table 2.1 compares demographic characteristics of mining employees during the 2009 and 2014 surveys.

Table 2.1 Demographic characteristics, 2014 & 2009

	All Respondents			
	2014		2009	
	Total	%	Total	%
Total	2,578	100.0	1,705	100.0
Sex				
Male	2,156	83.6	1,419	83.2
Female	422	16.4	274	16.1
Not Stated	-	-	12	.7
Age Group				
18 to 24 years	146	5.7	96	5.6
25 to 34 years	664	25.8	424	24.9
35 to 44 years	611	23.7	446	26.2
45 to 54 years	668	25.9	489	28.7
55 years & older	467	18.1	239	14.0
Not Stated	22	.9	11	0.6
Marital Status				
Never married	538	20.9	353	20.7
Married or common-law	1,750	67.9	1,146	67.2
Separated or divorced	237	9.2	169	9.9
Widowed	23	.9	16	0.9
Not Stated	30	1.2	21	1.2
Residency				
NWT Residents	1,194	46.3	994	58.3
Non-NWT Residents	1,384	53.7	711	41.7

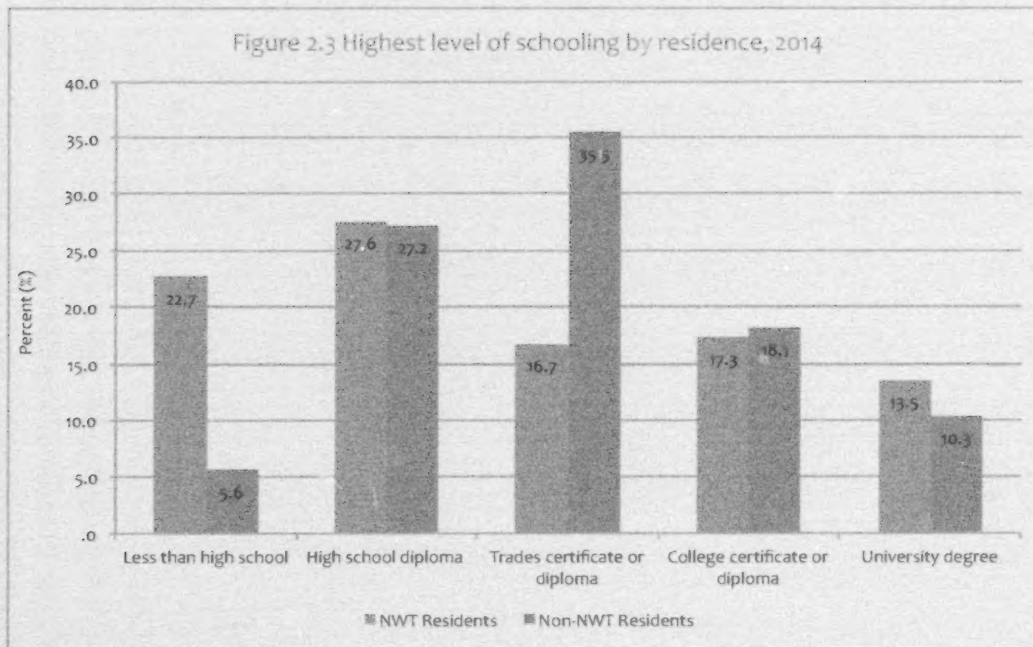
The proportion of female and Aboriginal employees was higher among NWT residents compared to Non-NWT residents. NWT resident mine employees tended to be younger, with the highest proportion among those aged 25-34 years old while those aged 45-54 years represented the highest proportion for Non-NWT residents.

While the number of employees increased considerably between the 2009 and the 2014 surveys, the overall gender, age, and marital status distribution of respondents is fairly comparable. However, when broken down by residency, we see that the number of Non-NWT resident mine employees almost doubled, compared to an increase by 20% among NWT resident employees.

The proportion of female employees from the NWT increased by 8 percentage points, while it increased by 4 percentage points among females who previously lived in the NWT. However there was a decrease in the proportion of females among those who moved to the NWT and among those who never lived in the NWT. In 2014, there was an increase in the proportion of those aged 45 years and above among NWT residents, while there was a decrease in the proportion of the same age group among Non-NWT residents.

2.3 EDUCATION

Overall, the majority of respondents had a high school diploma (27%) or a trades certificate or diploma (27%) as their highest level of education. In comparing NWT residents to Non-NWT residents, 23% of NWT residents had less than high school compared to 6% of Non-NWT residents. Correspondingly, Non-NWT residents had higher proportions of trades certificates or diplomas. Those who had relocated to the NWT specifically to work in the mining industry had the highest proportion of university degrees (33%). Figure 2.3 shows differences in the highest level of education attained by NWT-residents and non-residents.

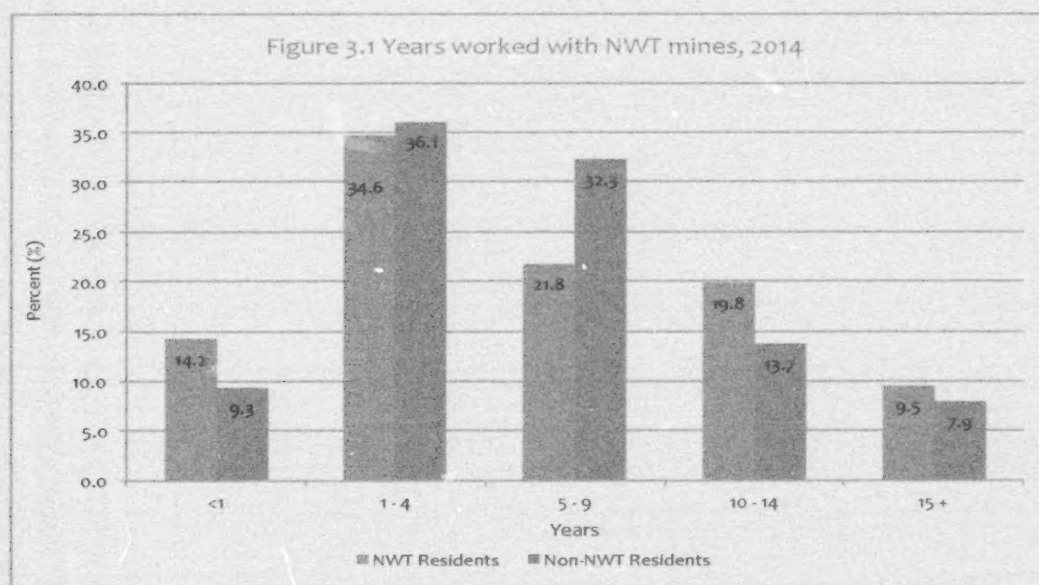


The percentage of those with less than high school decreased in 2014 while the proportion of employees with high school diplomas increased. Although 271 or 23% of NWT resident employees had less than high school education, the overall education level of NWT resident mine employees have improved since 2009.

3 EMPLOYMENT CHARACTERISTICS

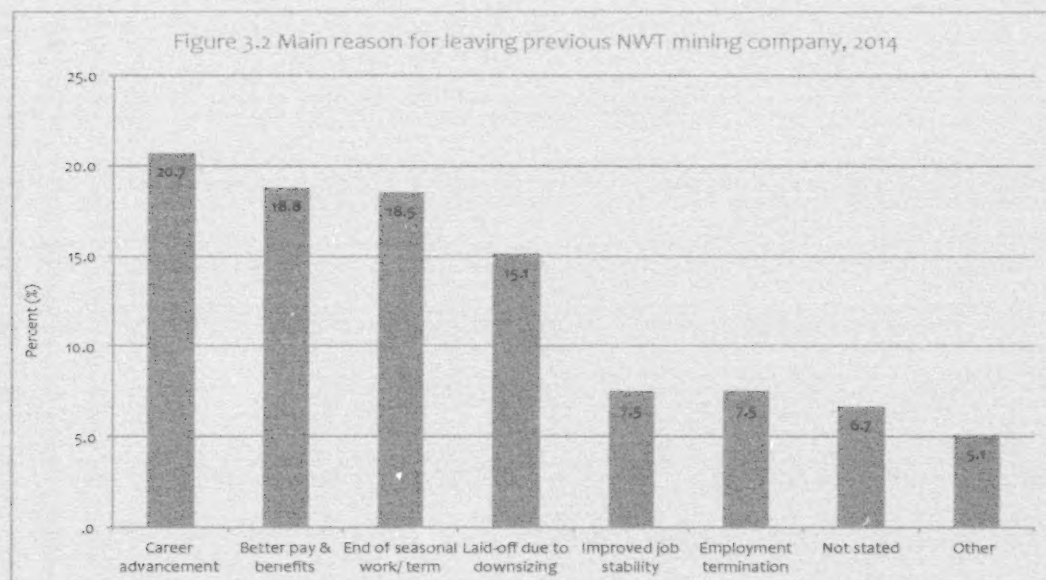
3.1 EMPLOYMENT HISTORY WITH NWT DIAMOND MINES

Of all respondents, 67% or 1,718 people worked directly for the mine and 33% or 851 people worked for contractors at the mine. The highest proportion (35%) of employees worked between 1 - 4 years at a NWT mine, while those who worked 15 years or more represented the least number of employees. Slightly more NWT residents than non-residents were hired within the previous 12 months. Higher proportions among NWT residents were also found among those who worked 10 years or more (Figure 3.1).



Employees who worked at no other NWT diamond mining company besides their current mine represented 85% of respondents, while the remaining 15% had worked for at least one other NWT diamond mine during the past five years. Higher proportions of those who had worked at multiple NWT diamond mine were found among respondents from the NWT, those who previously lived in the NWT, Aboriginal employees, and those with less than a high school diploma as their highest level of education.

The main reasons cited for the change in employment between NWT diamond mines were career advancement, better pay and benefits, end of term or seasonal work, and lay-offs because of company downsizing or restructuring.



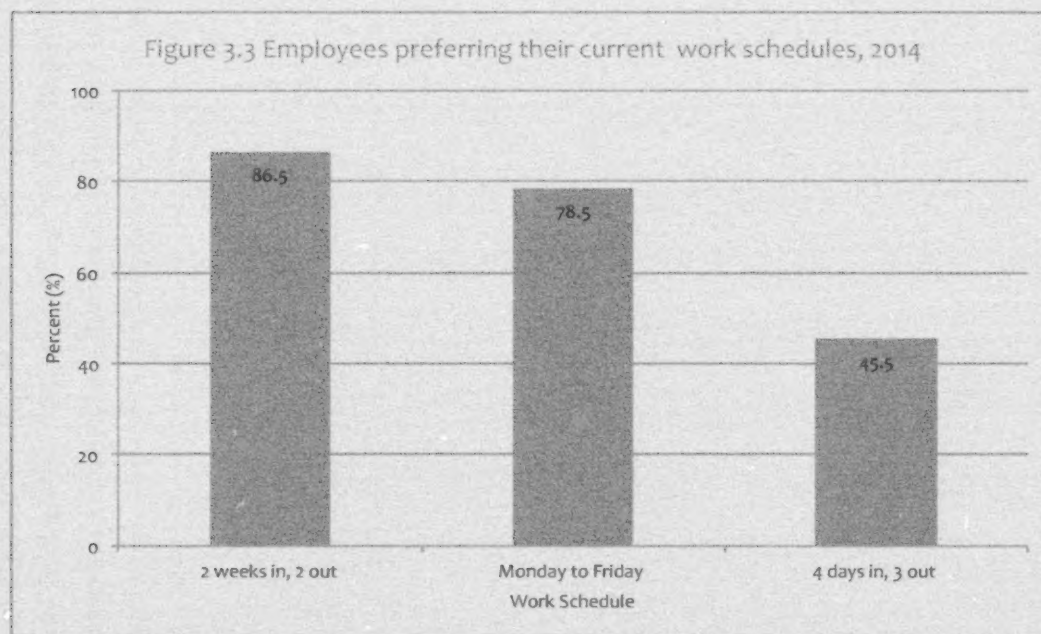
3.2 WORK SCHEDULES

Table 3.1 provides the distribution of employees by their work schedules. Overall, the majority of mining employees worked a two-week-in and two-week-out schedule. The percentage working this rotation was higher among Non-NWT residents compared to NWT residents.

Table 3.1 Current work schedules by residency, 2014

	Total		NWT Residents		Non-NWT Residents	
	No.	%	No.	%	No.	%
Total	2,578	100.0	1,194	100.0	1,384	100.0
Usual work schedule						
2 weeks in, 2 out	2,220	86.1	913	76.5	1,307	94.4
4 days in, 3 out	123	4.8	118	9.9	5	.4
Monday to Friday	158	6.1	151	12.6	7	.5
Other	64	2.5	7	.6	57	4.2
Not stated	13	.5	5	.4	8	.6

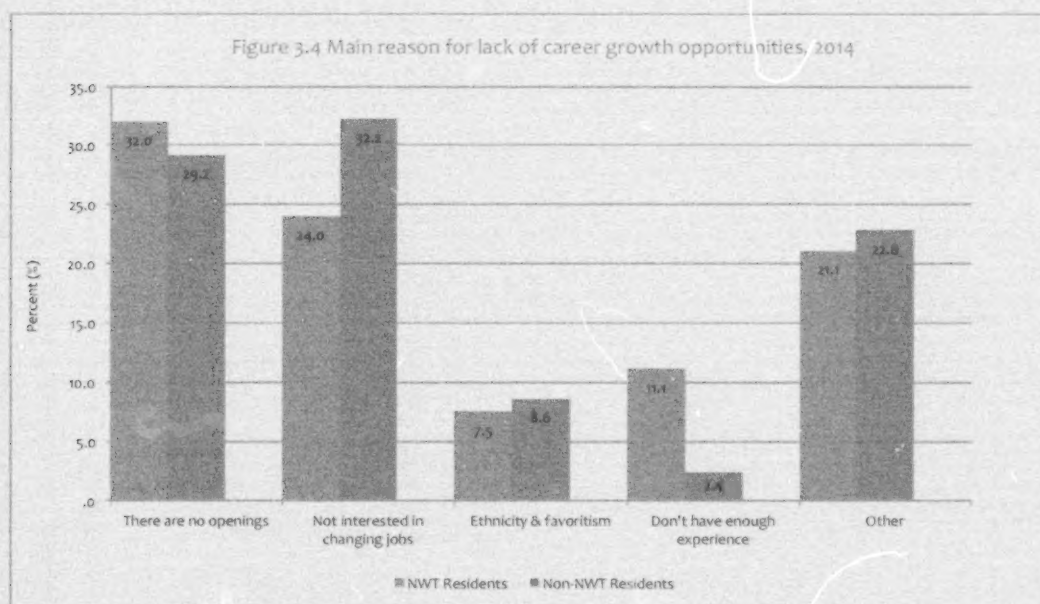
When asked to indicate their preferred work schedules, responses varied depending on the employees' current work schedule (Figure 3.3). Those on a two-week-in and two-week-out schedule were more likely to prefer their current schedule compared to other employees. Less than half of employees on a four-days-in and three-days-out schedule preferred that schedule. Nearly 150 persons or 5.7% preferred a three-week-in and three-week-out schedule.



3.3 OPPORTUNITIES FOR CAREER GROWTH

Opportunities for career growth can be an important factor in retaining experienced employees. As discussed in the employment section, career advancement was the main reason given for changing jobs between NWT diamond mines. In the 2014 survey, respondents were asked to indicate if they felt they had opportunities for career growth at their mine. Overall, the majority (62%) felt they had opportunities for career growth. Non-NWT residents were less likely to feel they had opportunities for career growth compared to NWT residents.

Across residency categories, the two main reasons cited for the lack of career growth opportunities was the absence of openings and that respondents were not interested in changing jobs (Figure 3.4). About 8% felt that they did not have opportunities due to either their ethnicity or favoritism and this response was evenly distributed among NWT and Non-NWT residents as well as Aboriginal and Non-Aboriginal respondents. In terms of differences, NWT residents were more likely to cite lack of experience and skills for not having opportunities for career growth, while some Non-NWT residents reported that they would not apply for senior positions because it would require them to relocate to the NWT.



Respondents were also asked if they felt they had equal access to career advancement as their co-workers. There was a consistent increase by age in the proportion of respondents who felt there was inequality in access to career advancement. For instance, almost half of employees aged 55 and over, compared to a quarter of employees aged 18-24 felt they did not have equal access to career advancement as their co-workers. Within the highest

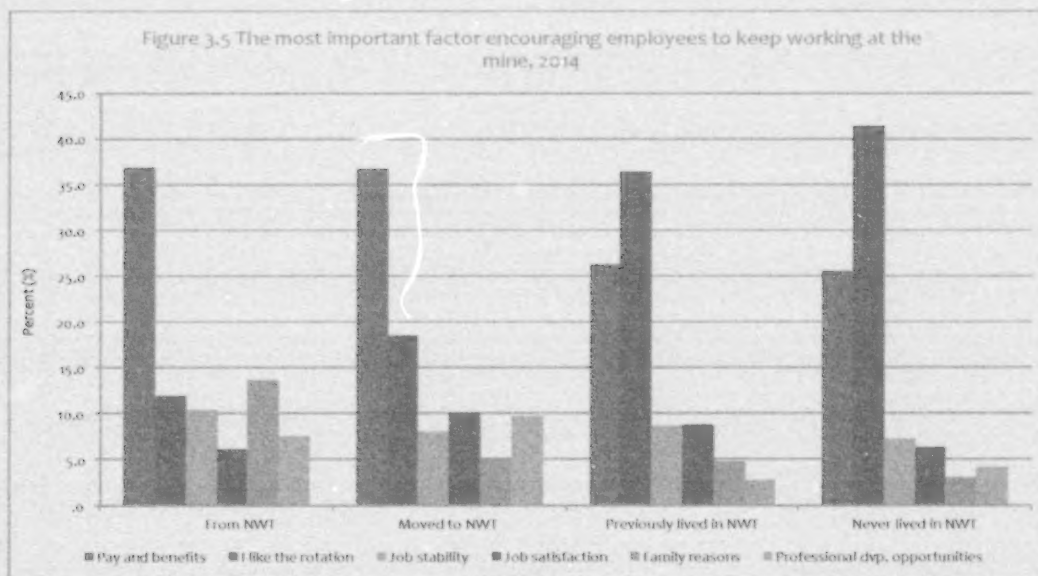
educational attainment category, those with trades certificate/diploma (39%) and those with a college certificate (39%) had the highest proportion of respondents who said they did not have equal access to career advancement as their co-workers.

3.4 SATISFACTION WITH PAY AND BENEFITS

Slightly more than half of all respondents strongly agreed or agreed that their pay and benefits were competitive with similar jobs they might find in the NWT. However, differences emerged when comparing responses by residency categories. Employees who had moved to the NWT were most likely (67%) to indicate that pay and benefits were competitive, while only about half of respondents in the other residency categories strongly agreed or agreed to this statement.

When asked if their pay and benefits were competitive with similar jobs outside the NWT, only 39% of employees strongly agreed or agreed. Agreement levels were similar across the four residency sub-categories.

Mining employees were asked to indicate the most important thing encouraging them to stay working at their current mine. Overall, pay and benefits and that they liked their rotation were the two most common responses. The distribution of responses and order of importance, however, varied depending on respondents' residency category (*Figure 3.5*). Pay and benefits was the distinct first priority for staying at the mine for NWT residents. For employees from the NWT, family reasons were the second most important factor, while for those employees not living in the NWT, pay and benefits was second to the importance of liking the rotation.



As another way of measuring employee satisfaction, respondents were asked if they would advise a friend to apply for a job at their current mining company. Overall, 66% strongly agreed or agreed that they would do so. A higher proportion of NWT residents (76%) compared to non-residents (58%) strongly agreed or agreed, a difference of about 18 percent points.

3.5 POSSIBLE EMPLOYMENT DESTINATIONS

Respondents were asked to indicate the likelihood of looking for a job outside their current mine in the following 12 months. One in every three mine employees indicated they were very likely or likely to look for another job. The proportion of employees that were likely to look for a job was higher among Non-NWT residents than NWT residents.

The likelihood of looking for a job outside the current mining company increased with higher levels of education. Proportions of those likely to look for a job progressively increased from 23% among employees with less than high school to 37% among those with a university degree.

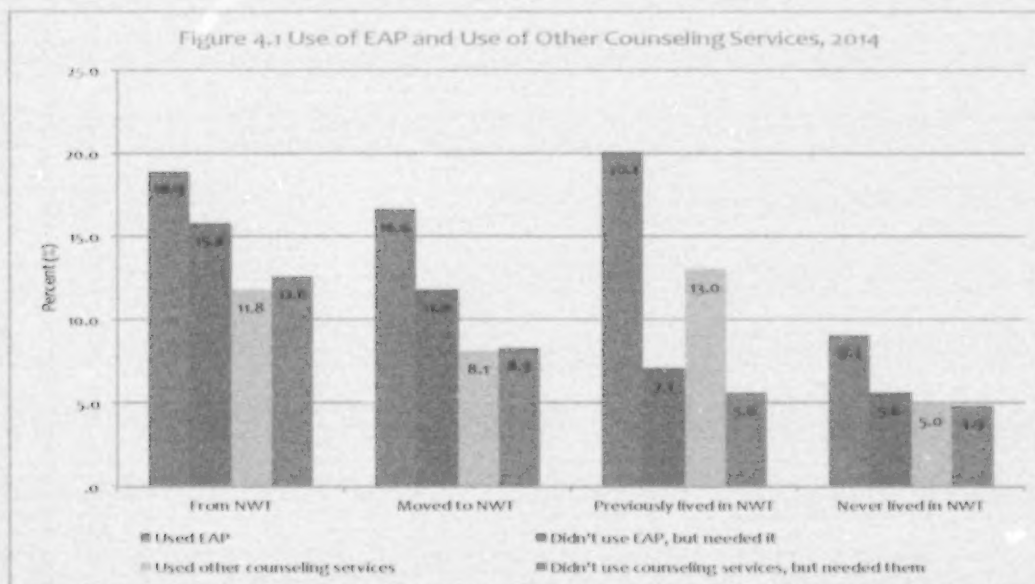
If respondents were to apply for a job outside their current mine, the three most cited destinations were other NWT mines (30%), the Alberta oil sands (25%), and other mining companies outside the NWT (19%). NWT residents were likely to look for a job at another NWT mine, while Non-NWT residents said they would likely go for an Alberta oil sands company or a mining company outside the NWT.

4 HEALTH AND WELLNESS

4.1 USE OF HEALTH SERVICES

NWT diamond mines offer Employee Assistance Programs (EAP) to their employees. These are services offered to employees to help them and their families overcome problems. Among all respondents, 15% had used EAP, 10% stated that they needed it but did not use it, while 75% stated they did not need the services. EAP use was higher among female employees, Aboriginal employees, and those with less than high school education. It is noteworthy that the same groups that had the highest use of EAP also had the highest proportions of respondents who indicated they needed the service but did not use it.

Those who never lived in the NWT had the lowest proportions of respondents who used EAP (Figure 4.1). The proportion of those who needed EAP but did not use it was higher among respondents from the NWT.



Respondents were also asked if they had used other counseling and support programs (besides EAP) during the time they had worked for the mine. A slightly higher proportion of NWT residents (10%) had used the services compared to non-residents (7%). The proportion of those who did not use the support programs but needed them was similarly higher among NWT residents (11%) compared to Non-NWT residents (5%). Differences in the use of the support services between female and male respondents, as well as across age groups were minimal. Those who completed less than high school had the highest use, while those with a university degree had the least use of the support programs.

4.2 USE OF FACILITIES

Overall, among respondents who normally work at the mine site, 76% had used fitness facilities while learning centers and cultural spaces were used by 26% and 19%, respectively. The use of fitness facilities was slightly higher among female respondents, those aged 25-34 years, and those with a university degree. Those who never lived in the NWT (70%) had the lowest use of fitness facilities among residency categories. The proportion that used the learning center was slightly higher among those who previously lived in the NWT (30%), females and Aboriginal respondents. The use of the cultural space was slightly higher among the 18-24 year olds, female and Aboriginal respondents. Respondents from the NWT (25%) had the highest, while those who never lived in the NWT (15%) had the lowest use of the cultural space.

4.3 HEALTHY FOOD OPTIONS

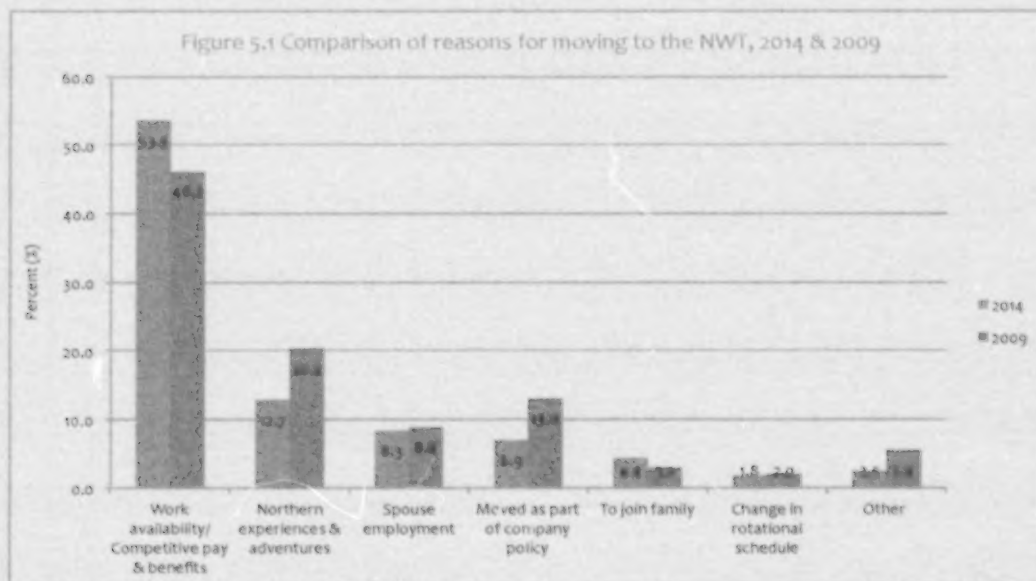
Among respondents who normally work at the mine site, 88% said healthy food options were available on site. There was minimal variation across gender, age groups, ethnicity, and level of education attained.

5 RELOCATION CONSIDERATIONS

5.1 RELOCATION CONSIDERATIONS FOR NWT RESIDENTS

Depending on their residency category, mining employees provided insight into some of the factors they consider when making decisions on where to live. One in five of the 2014 survey respondents had moved to the NWT. This group of employees responded to questions regarding factors that influenced their decisions to move to the NWT.

Similar to 2009, the availability of work and competitive pay and benefits was the main reason for moving to the NWT for around half of the respondents. Moving for Northern experiences and adventures decreased in 2014 compared to 2009.



In 2014, the distribution of reasons for relocating to the NWT differed depending on whether the employee relocated to the NWT to work specifically in the mining industry or if they relocated for reasons other than work in the mining industry. The top three reasons for those who relocated to work specifically in the mining industry were the availability of work, competitive pay and benefits, and moving as part of company policy. For those who

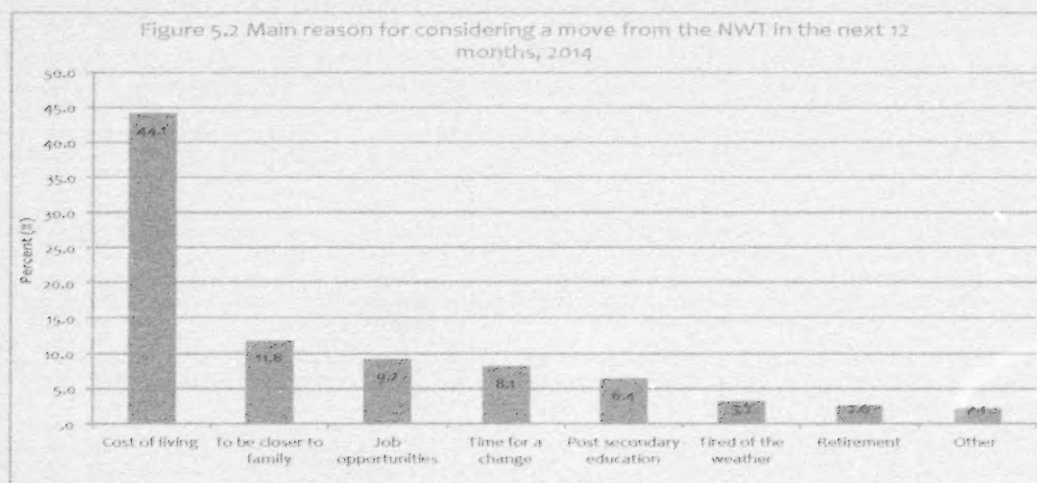
relocated for reasons other than work in the mining industry, the top three reasons were the availability of work, northern experiences and adventure, and their spouses' employment.

5.2 LIKELIHOOD OF LEAVING THE NWT BY CURRENT RESIDENTS

Similar to the 2009 survey results, the proportion of current residents who indicated that they were very likely or likely to consider moving from the NWT in the following 12 months was higher among those who relocated to the NWT than those who are from the NWT. However, this proportion dropped from 45% in 2009, to 40% in 2014. The drop was most notable among those who relocated to the NWT.

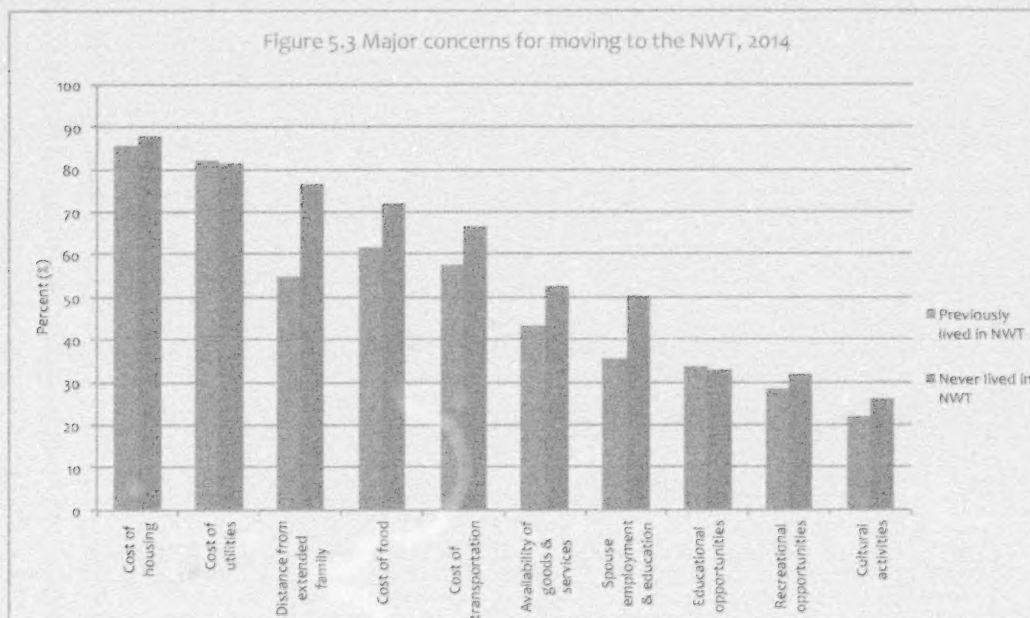
Little variation was seen between gender, age, and ethnicity in terms of moving from the NWT. However, those with a trades certificate or diploma and those with a university degree were more likely to consider moving from the NWT.

For those employees indicating they were likely to move, 44% chose cost of living as the main reason, followed by those wanting to be closer to family (12%). There was little variation for reasons why they may leave between respondents from the NWT and those who moved to the NWT.



5.3 RELOCATION CONSIDERATIONS FOR NON-NWT RESIDENTS

Non-NWT residents were asked to indicate if certain factors were a major concern, minor concern, or not a concern to them if they were to consider relocating to the NWT. Over 80% had major concerns with the cost of housing and utilities. For those who had never lived in the NWT, 75% were concerned with the distance from extended family and just over 70% felt the cost of food would be an issue. Further, the cost of transportation, availability of goods & services and spouse's employment & education were also major concerns. Generally, those who had never lived in the NWT had more major concerns than those who had previously lived in the NWT.



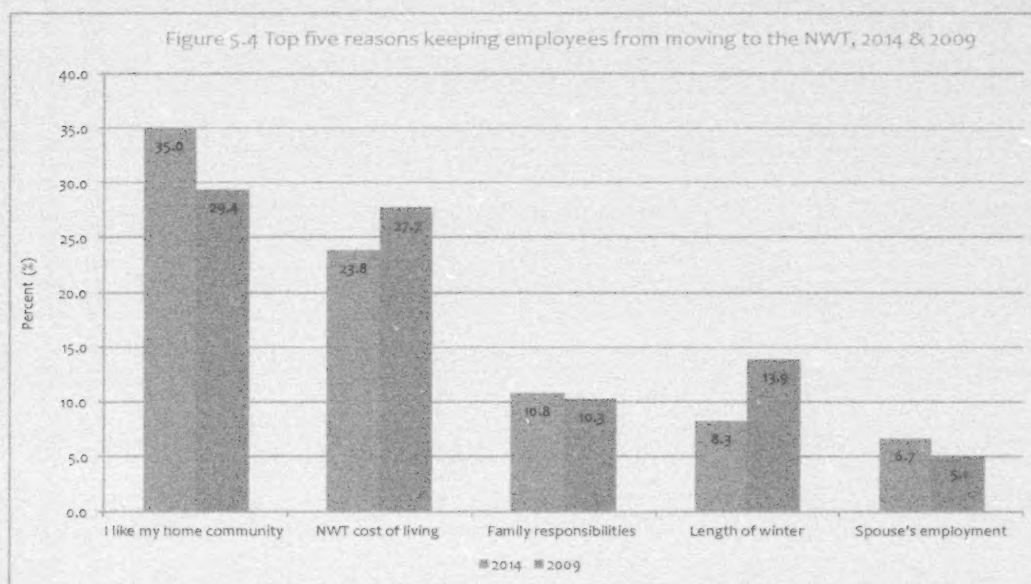
A comparison with the 2009 survey shows that the cost of housing, cost of utilities, cost of transportation and distance from extended family remain major concerns for mining employees when considering relocation to the NWT. Cultural activities, educational

opportunities, and recreational opportunities are still minor concerns for the majority of respondents.

Similar to the 2009 survey, liking their home community followed by the cost of living in the NWT were the top two factors keeping respondents from moving to the NWT (Figure 5.4). These two reasons were cited across gender, age groups, marital status, levels of education, and among those who owned their homes. For those who rented, the cost of living and liking their community were equally important factors.

For those who previously lived in the NWT, the cost of living was the main reason preventing respondents from relocating to the NWT. For those who never lived in the NWT, liking their community was the main reason for not wanting to move to the NWT.

Between the 2009 and the 2014 surveys, there was an increase in the proportion of respondents for whom liking their community was the main reason for not relocating to the NWT, while the proportion that indicated NWT cost of living decreased (Figure 5.4).



6 SUMMARY

The 2014 Survey of NWT Mining Employees provided information on key demographic characteristics, employment experiences, health and wellness issues, as well as factors influencing decisions to relocate to the NWT. Responses varied depending on residency, particularly for demographic and employment characteristics.

Retention of current employees is critical to any organization. With nearly 15% having worked at multiple mines in the NWT during the past 5 years, there is competition for mining employees. In addition, respondents know that there are employment options with other mines and Alberta oil sand companies. One third of employees are likely or very likely to seek employment outside their current mine in the next year. While pay and benefits were the main reasons for recruitment to the NWT and retention at their current mine, respondents do not perceive their compensation to be competitive with similar jobs outside the NWT; about 57% perceive them to be competitive within the NWT.

Cost of living continues to be of major concern for Non-NWT residents and the reason NWT residents would most likely consider a move from the NWT in the next 12 months. The main reasons keeping most Non-NWT residents from moving to the NWT was that they liked their home community, followed by the cost of living in the NWT.

7 STATISTICAL TABLES

Table 1
Demographic characteristics, 2014 & 2009

	All Respondents			
	2014		2009	
	Total	%	Total	%
Total	2,578	100.0	1,705	100.0
Sex				
Male	2,156	83.6	1,419	83.2
Female	422	16.4	274	16.1
Not Stated	-	-	12	0.7
Age Group				
18 to 24 years	146	5.7	96	5.6
25 to 34 years	664	25.8	424	24.9
35 to 44 years	611	23.7	446	26.2
45 to 54 years	668	25.9	489	28.7
55 years & older	467	18.1	239	14.0
Not Stated	22	0.9	11	0.6
Marital Status				
Never married	538	20.9	353	20.7
Married or common-law	1,750	67.9	1,146	67.2
Separated or divorced	237	9.2	169	9.9
Widowed	23	0.9	16	0.9
Not Stated	30	1.2	21	1.2
Highest Level of Education				
Less than high school	348	13.5	314	18.4
High school diploma	705	27.3	418	24.5
Trades certificate or diploma	690	26.8	432	25.3
College certificate or diploma	457	17.7	294	17.2
University degree	304	11.8	236	13.8
Not Stated	74	2.9	11	0.6
Ethnicity				
Aboriginal	780	30.3	n/a	n/a
Non Aboriginal	1,766	68.5	n/a	n/a
Not Stated	32	1.2	n/a	n/a

Symbols: "x" number suppressed; "-" zero; "n/a" not available.

Table 2
Region of residence, 2014 & 2009

	All Respondents			
	2014		2009	
	Total	%	Total	%
Total	2,578	100.0	1,705	100.0
Northwest Territories	1,194	46.3	992	58.2
Western Region (AB, BC, MB, SK)	969	37.6	596	35.0
Atlantic Region (NB, NL, NS)	207	8.0	33	1.9
Central Region (QC & ON)	180	7.0	56	3.3
Northern Region (NU, YT)	28	1.1	20	1.2
Not stated	-	-	8	0.5

Symbols: "x" number suppressed; "-" zero; "n/a" not available.

Table 3
Length of stay in community of residence, 2014 & 2009

	All Respondents			
	2014		2009	
	Total	%	Total	%
Total	2,578	100.0	1,705	100.0
Less than one year	129	5.0	91	5.3
1 to 4 years	451	17.5	358	21.0
5 to 9 years	369	14.3	256	15.0
10 to 14 years	292	11.3	188	11.0
15 years or more	1,304	50.6	811	47.6
Not stated	33	1.3	x	x

Symbols: "x" number suppressed; "-" zero; "n/a" not available.

Table 4
Residency category, 2014 & 2009

	All Respondents			
	2014		2009	
	Total	%	Total	%
Total	2,578	100.0	1,705	100.0
NWT Resident	1,194	46.3	994	58.3
From NWT	628	24.4	539	31.6
Moved to the NWT	566	22.0	449	26.3
Non-NWT Resident	1,384	53.7	711	41.7
Previously lived in NWT	339	13.1	196	11.5
Never lived in NWT	1,045	40.5	515	30.2

Symbols: "x" number suppressed; "." zero; "n/a" not available.

Table 5
Demographic profile by residency, 2014

	All Respondents		NWT Residents						Non-NWT Residents					
	Total	%	Total	%	From NWT	%	Moved to NWT	%	Total	%	Previously lived in NWT	%	Never lived in NWT	%
Total	2,578	100.0	1,194	100.0	628	100.0	566	100.0	1,384	100.0	339	100.0	1,045	100.0
Sex														
Male	2,156	83.6	884	74.0	460	73.2	424	74.9	1,272	91.9	282	83.2	990	94.7
Female	422	16.4	310	26.0	168	26.8	142	25.1	112	8.1	57	16.8	55	5.3
Age Group														
18 to 24 years	146	5.7	107	9.0	82	13.1	25	4.4	39	2.8	6	1.8	33	3.2
25 to 34 years	664	25.8	381	31.9	241	38.4	140	24.7	283	20.4	76	22.4	207	19.8
35 to 44 years	611	23.7	288	24.1	149	23.7	139	24.6	323	23.3	81	23.9	242	23.2
45 to 54 years	668	25.9	257	21.5	102	16.2	155	27.4	411	29.7	84	24.8	327	31.3
55 years & older	467	18.1	150	12.6	48	7.6	102	18.0	317	22.9	89	26.3	228	21.8
Not Stated	22	0.9	11	0.9	6	1.0	5	0.9	11	0.8	x	x	8	0.8
Marital Status														
Never married	538	20.9	345	28.9	224	35.7	121	21.4	193	13.9	54	15.9	139	13.3
Married or common-law	1,750	67.9	726	60.8	354	56.4	372	65.7	1,024	74.0	239	70.5	785	75.1
Separated or divorced	237	9.2	96	8.0	40	6.4	56	9.9	141	10.2	34	10.0	107	10.2
Widowed	23	0.9	13	1.1	x	x	x	x	10	0.7	x	x	x	x
Not Stated	30	1.2	14	1.2	x	x	x	x	16	1.2	x	x	x	x
Highest Level of Education														
Less than high school	348	13.5	271	22.7	208	33.1	63	11.1	77	5.6	29	8.6	48	4.6
High school diploma	705	27.3	329	27.6	190	30.3	139	24.6	376	27.2	101	29.8	275	26.3
Trades certificate or diploma	690	26.8	199	16.7	89	14.2	110	19.4	491	35.5	87	25.7	404	38.7
College certificate or diploma	457	17.7	207	17.3	98	15.6	109	19.3	250	18.1	77	22.7	173	16.6
University degree	304	11.8	161	13.5	26	4.1	135	23.9	143	10.3	34	10.0	109	10.4
Not Stated	74	2.9	27	2.3	17	2.7	10	1.8	47	3.4	11	3.2	36	3.4
Ethnicity														
Aboriginal	780	30.3	605	50.7	499	79.5	106	18.7	175	12.6	87	25.7	88	8.4
Non Aboriginal	1,766	68.5	579	48.5	126	20.1	453	80.0	1,187	85.8	245	72.3	942	90.1
Not Stated	32	1.2	10	0.8	x	x	7	1.2	22	1.6	7	2.1	15	1.4

Symbols: "x" number suppressed; "-" zero; "n/a" not available.

Table 6a.
Family profile by residency, 2014

	All Respondents		NWT Residents						Non-NWT Residents					
	Total	%	Total	%	From NWT	%	Moved to NWT	%	Total	%	Previously lived in NWT	%	Never lived in NWT	%
Total	2,578	100.0	1,194	100.0	628	100.0	566	100.0	1,384	100.0	339	100.0	1,045	100.0
Marital Status														
Never married	538	20.9	345	28.9	224	35.7	121	21.4	193	13.9	54	15.9	139	13.3
Married or common-law	1,750	67.9	726	60.8	354	56.4	372	65.7	1,024	74.0	239	70.5	785	75.1
Separated or divorced	237	9.2	96	8.0	40	6.4	56	9.9	141	10.2	34	10.0	107	10.2
Widowed	23	0.9	13	1.1	x	x	x	x	10	0.7	4	1.2	6	0.6
Not Stated	30	1.2	14	1.2	x	x	x	x	16	1.2	8	2.4	8	0.8

Symbols: "x" number suppressed; "-" zero; "n/a" not available.

Table 6b.
People currently living with respondent, 2014

	All Respondents		NWT Residents						Non-NWT Residents					
	Total	%	Total	%	From NWT	%	Moved to NWT	%	Previously lived in		Never lived in			
									Total	%	NWT	%	NWT	%
Spouse	1,707	100.0	693	40.6	346	20.3	347	20.3	1,014	59.4	230	13.5	784	45.9
Children	1,119	100.0	520	46.5	305	27.3	215	19.2	599	53.5	142	12.7	457	40.8
Unrelated roommates	195	100.0	126	64.6	52	26.7	74	37.9	69	35.4	18	9.2	51	26.2
Parents	175	100.0	135	77.1	105	60.0	30	17.1	40	22.9	11	6.3	29	16.6
Siblings	112	100.0	78	69.6	60	53.6	18	16.1	34	30.4	11	9.8	23	20.5
Other	112	100.0	61	54.5	36	32.1	25	22.3	51	45.5	13	11.6	38	33.9

Notes: Respondents could select multiple responses so percentages do not equal 100.

Symbols: "x" number suppressed; "-" zero; "n/a" not available.

Table 6c.
Home ownership by residency, 2014

	All Respondents		NWT Residents						Non-NWT Residents					
	Total	%	Total	%	From	Moved to		Total	%	Previously	Never			
					NWT	%	NWT			%	lived in	lived in		
					NWT	%	NWT	%			NWT	%	NWT	%
Total	2,578	100.0	1,194	100.0	628	100.0	566	100.0	1,384	100.0	339	100.0	1,045	100.0
Own	1,690	65.6	603	50.5	292	46.5	311	54.9	1,087	78.5	236	69.6	851	81.4
Rent	846	32.8	573	48.0	323	51.4	250	44.2	273	19.7	90	26.5	183	17.5
Not Stated	42	1.6	18	1.5	13	2.1	5	0.9	24	1.7	13	3.8	11	1.1

Symbols: "x" number suppressed; "-" zero; "n/a" not available.

Table 7a.
Number of children by residency, 2014

	Total		Total		From NWT		Moved to NWT		Total		Previously lived in NWT		Never lived in NWT	
		%		%		%		%		%		%		%
Total	1,087	100.0	497	100.0	292	100.0	205	100.0	590	100.0	138	100.0	452	100.0
Number of children														
1	449	41.3	210	42.3	119	40.8	91	44.4	239	40.5	61	44.2	178	39.4
2	422	38.8	183	36.8	105	36.0	78	38.0	239	40.5	52	37.7	187	41.4
3	145	13.3	65	13.1	38	13.0	27	13.2	80	13.6	15	10.9	65	14.4
4	54	5.0	28	5.6	22	7.5	6	2.9	26	4.4	6	4.3	20	4.4
5	17	1.6	11	2.2	8	2.7	3	1.5	6	1.0	4	2.9	2	0.4

Symbols: "x" number suppressed; "0" zero; "n/a" not available.

Table 7b.
Dependents not living with respondent, 2014

	All Respondents		NWT Residents						Non-NWT Residents					
	Total	%	Total	%	From	Moved to		Total	%	Previously	Never			
					NWT	%	NWT			%	lived in	%	lived in	%
Total	2,578	100.0	1,194	100.0	628	100.0	566	100.0	1,384	100.0	339	100.0	1,045	100.0
Yes	494	19.2	254	21.3	143	22.8	111	19.6	240	17.3	71	20.9	169	16.2
No	2,055	79.7	929	77.8	480	76.4	449	79.3	1,126	81.4	262	77.3	864	82.7
Not Stated	29	1.1	11	0.9	5	0.8	6	1.1	18	1.3	6	1.8	12	1.1

Symbols: "x" number suppressed; "0" zero; "n/a" not available.

Table 8
Highest level of education completed by residency, 2014

	All Respondents		NWT Residents						Non-NWT Residents					
	Total	%	Total	%	From NWT	%	Moved to NWT	%	Total	%	Previously lived in NWT	%	Never lived in NWT	%
Total	2,578	100.0	1,194	100.0	628	100.0	566	100.0	1,384	100.0	339	100.0	1,045	100.0
Less than high school	348	13.5	271	22.7	208	33.1	63	11.1	77	5.6	29	8.6	48	4.6
High school diploma	705	27.3	329	27.6	190	30.3	139	24.6	376	27.2	101	29.8	275	26.3
Trades certificate or diploma	690	26.8	199	16.7	89	14.2	110	19.4	491	35.5	87	25.7	404	38.7
College certificate or diploma	457	17.7	207	17.3	98	15.6	109	19.3	250	18.1	77	22.7	173	16.6
University degree	304	11.8	161	13.5	26	4.1	135	23.9	143	10.3	34	10.0	109	10.4
Not Stated	74	2.9	27	2.3	17	2.7	10	1.8	47	3.4	11	3.2	36	3.4

Symbols: "x" number suppressed; "." zero; "n/a" not available.

Table 9
Employment profile by residency, 2014

	All Respondents		NWT Residents						Non-NWT Residents					
	Total	%	Total	%	From NWT	%	Moved to NWT	%	Total	%	Previously lived in NWT	%	Never lived in NWT	%
Total	2,578	100.0	1,194	100.0	628	100.0	566	100.0	1,384	100.0	339	100.0	1,045	100.0
Years worked with a NWT mine														
Less than 1 year	298	11.6	169	14.2	96	15.3	73	12.9	129	9.3	14	4.1	115	11.0
1 to 4 years	912	35.4	413	34.6	209	33.3	204	36.0	499	36.1	74	21.8	425	40.7
5 to 9 years	707	27.4	260	21.8	127	20.2	133	23.5	447	32.3	104	30.7	343	32.8
10 to 14 years	425	16.5	236	19.8	130	20.7	106	18.7	189	13.7	80	23.6	109	10.4
15 years or more	223	8.7	113	9.5	65	10.4	48	8.5	110	7.9	62	18.3	48	4.6
Not stated	13	0.5	x	x	x	x	x	x	x	x	x	x	x	x
Who they work for														
Directly for the mine	1,718	66.6	871	72.9	462	73.6	409	72.3	847	61.2	243	71.7	604	57.8
For a contractor at the mine	851	33.0	315	26.4	158	25.2	157	27.7	536	38.7	96	28.3	440	42.1
Not stated	9	0.3	x	x	x	x	-	-	x	x	-	-	x	x

Symbols: "x" number suppressed; "-" zero; "n/a" not available.

Table 10
Number of years working with NWT mines by demographic characteristics, 2014

	Years working with NWT mines											
	Total	%	Less than 1 year		1 to 4 years		5 to 9 years		10 to 14 years		15 years or more	
			No.	%	No.	%	No.	%	No.	%	No.	%
Total	2,578	100.0	298	11.6	912	35.4	707	27.4	425	16.5	223	8.7
Sex												
Male	2,156	100.0	209	9.7	739	34.3	616	28.6	374	17.3	206	9.6
Female	422	100.0	89	21.1	173	41.0	91	21.6	51	12.1	17	4.0
Age Group												
18 to 24 years	146	100.0	73	50.0	68	46.6	x	x	x	x	x	x
25 to 34 years	664	100.0	90	13.6	333	50.2	181	27.3	58	8.7	x	x
35 to 44 years	611	100.0	56	9.2	213	34.9	171	28.0	119	19.5	50	8.2
45 to 54 years	668	100.0	55	8.2	195	29.2	193	28.9	126	18.9	91	13.6
55 years & older	467	100.0	22	4.7	98	21.0	151	32.3	116	24.8	78	16.7
Not Stated	22	100.0	x	x	5	22.7	10	45.5	x	x	x	x
Highest Level of Education												
Less than high school	348	100.0	39	11.2	109	31.3	62	17.8	86	24.7	50	14.4
High school diploma	705	100.0	83	11.8	253	35.9	192	27.2	115	16.3	60	8.5
Trades certificate or diploma	690	100.0	74	10.7	209	30.3	231	33.5	111	16.1	60	8.7
College certificate or diploma	457	100.0	49	10.7	174	38.1	125	27.4	71	15.5	34	7.4
University degree	304	100.0	44	14.5	138	45.4	80	26.3	31	10.2	11	3.6
Not Stated	74	100.0	9	12.2	29	39.2	17	23.0	11	14.9	8	10.8
Ethnicity												
Aboriginal	780	100.0	113	14.5	249	31.9	163	20.9	165	21.2	87	11.2
Non Aboriginal	1,766	100.0	183	10.4	658	37.3	535	30.3	255	14.4	132	7.5
Not Stated	32	100.0	x	x	5	15.6	9	28.1	x	x	x	x

Symbols: "x" number suppressed; "-" zero; "n/a" not available.

Table 11
Work history with NWT mines during the past 5 years by residency, 2014

	All Respondents		NWT Residents						Non-NWT Residents					
	Total	%	Total	%	From NWT	%	Moved to NWT	%	Total	%	Previously lived in NWT	%	Never lived in NWT	%
Total	2,578	100.0	1,194	100.0	628	100.0	566	100.0	1,384	100.0	339	100.0	1,045	100.0
During past 5 years...														
Worked ONLY at current mine	2,194	85.1	959	80.3	480	76.4	479	84.6	1,235	89.2	282	83.2	953	91.2
Worked at multiple mines	384	14.9	235	19.7	148	23.6	87	15.4	149	10.8	57	16.8	92	8.8

Symbols: "x" number suppressed; "." zero; "n/a" not available.

Table 12
Main reason for leaving previous mine, 2014

	Total		All Respondents			
	No.	%	NWT Residents		Non-NWT Residents	
	No.	%	No.	%	No.	%
Total	372	100.0	229	100.0	143	100.0
Career advancement	77	20.7	55	24.0	22	15.4
Better pay and benefits	70	18.8	44	19.2	26	18.2
Improved job stability	28	7.5	15	6.6	13	9.1
Laid off (downsizing/ restructuring)	56	15.1	26	11.4	30	21.0
End of seasonal work/ term ended	69	18.5	37	16.2	32	22.4
Company terminated employment (fired)	28	7.5	19	8.3	9	6.3
Other	19	5.1	14	6.1	5	3.5
Not stated	25	6.7	19	8.3	6	4.2

Symbols: "x" number suppressed; "." zero; "n/a" not available.

Table 13
Most important factor to stay working at the mine by residency, 2014

	All Respondents		NWT Residents						Non-NWT Residents					
	Total	%	Total	%	From NWT	%	Moved to NWT	%	Total	%	Previously lived in NWT	%	Never lived in NWT	%
Total	2,578	100.0	1,194	100.0	628	100.0	566	100.0	1,384	100.0	339	100.0	1,045	100.0
Pay and benefits	794	30.8	440	36.9	232	36.9	208	36.7	354	25.6	89	26.3	265	25.4
I like the rotation	735	28.5	179	15.0	75	11.9	104	18.4	556	40.2	123	36.3	433	41.4
Job stability	215	8.3	110	9.2	65	10.4	45	8.0	105	7.6	29	8.6	76	7.3
Job satisfaction	191	7.4	95	8.0	38	6.1	57	10.1	96	6.9	30	8.8	66	6.3
Family reasons	163	6.3	116	9.7	86	13.7	30	5.3	47	3.4	16	4.7	31	3.0
Professional dev. opportunities	155	6.0	102	8.5	47	7.5	55	9.7	53	3.8	9	2.7	44	4.2
Relationship with co-workers	114	4.4	61	5.1	32	5.1	29	5.1	53	3.8	10	2.9	43	4.1
Other	67	2.5	27	2.4	16	2.7	11	2.1	38	2.7	4	1.2	28	2.7
Not stated	144	5.6	62	5.2	36	5.7	26	4.6	82	5.9	23	6.8	59	5.6

Symbols: "x" number suppressed; "-" zero; "n/a" not available.

Table 14
Competitiveness of pay and benefits by residency, 2014

	All Respondents		NWT Residents						Non-NWT Residents					
	Total	%	Total	%	From NWT	%	Moved to NWT	%	Total	%	Previously lived in NWT	%	Never lived in NWT	%
Total	2,578	100.0	1,194	100.0	628	100.0	566	100.0	1,384	100.0	339	100.0	1,045	100.0
Pay and benefits are competitive with similar jobs in the NWT														
Strongly Agree	276	10.7	155	13.0	51	8.1	104	18.4	121	8.7	39	11.5	82	7.8
Agree	1,182	45.8	555	46.5	283	45.1	272	48.1	627	45.3	140	41.3	487	46.6
Undecided	604	23.4	250	20.9	146	23.2	104	18.4	354	25.6	73	21.5	281	26.9
Disagree	330	12.8	151	12.6	97	15.4	54	9.5	179	12.9	56	16.5	123	11.8
Strongly Disagree	143	5.5	62	5.2	43	6.8	19	3.4	81	5.9	25	7.4	56	5.4
Not stated	43	1.7	21	1.8	8	1.3	13	2.3	22	1.6	6	1.8	16	1.5
Pay and benefits are competitive with similar jobs outside the NWT														
Strongly Agree	211	8.2	106	8.9	45	7.2	61	10.8	105	7.6	28	8.3	77	7.4
Agree	791	30.7	334	28.0	169	26.9	165	29.2	457	33.0	100	29.5	357	34.2
Undecided	617	23.9	343	28.7	211	33.6	132	23.3	274	19.8	54	15.9	220	21.1
Disagree	657	25.5	288	24.1	144	22.9	144	25.4	369	26.7	104	30.7	265	25.4
Strongly Disagree	258	10.0	100	8.4	51	8.1	49	8.7	158	11.4	46	13.6	112	10.7
Not stated	44	1.7	23	1.9	8	1.3	15	2.7	21	1.5	7	2.1	14	1.3

Symbols: "x" number suppressed; "-" zero; "n/a" not available.

Table 15a.
Current and preferred work schedules by residency, 2014

	All Respondents		NWT Residents						Non-NWT Residents					
	Total	%	Total	%	From NWT	%	Moved to NWT	%	Total	%	Previously lived in NWT	%	Never lived in NWT	%
Total	2,578	100.0	1,194	100.0	628	100.0	566	100.0	1,384	100.0	339	100.0	1,045	100.0
Usual work schedule														
2 weeks in, 2 out	2,220	86.1	913	76.5	550	87.6	363	64.1	1,307	94.4	324	95.6	983	94.1
4 days in, 3 out	123	4.8	118	9.9	21	3.3	97	17.1	5	0.4	1	0.3	4	0.4
Monday to Friday	158	6.1	151	12.6	51	8.1	100	17.7	7	0.5	2	0.6	5	0.5
3 weeks in, 3 out	36	1.4	x	x	x	x	x	x	x	x	x	x	x	x
Other	28	1.1	5	0.4	x	x	x	x	23	1.7	x	x	x	x
Not stated	13	0.5	5	0.4	x	x	x	x	8	0.6	x	x	5	x
Preferred work schedule														
2 weeks in, 2 out	2,001	77.6	844	70.7	493	78.5	351	62.0	1,157	83.6	278	82.0	879	84.1
4 days in, 3 out	97	3.8	84	7.0	23	3.7	61	10.8	13	0.9	5	1.5	8	0.8
Monday to Friday	199	7.7	169	14.2	73	11.6	96	17.0	30	2.2	9	2.7	21	2.0
3 weeks in, 3 out	148	5.7	22	1.8	7	1.1	15	2.7	126	9.1	29	8.6	97	9.3
Other	102	4.0	60	5.0	25	4.0	35	6.2	42	3.0	10	2.9	32	3.1
Not stated	31	1.2	15	1.3	7	1.1	8	1.4	16	1.2	8	2.4	8	0.8

Symbols: "x" number suppressed; "-" zero; "n/a" not available.

Table 15b.
Current and preferred work schedules by rotation, 2014

	All Respondents					
	Total		Works preferred schedule		Does not work preferred schedule	
	No.	%	No.	%	No.	%
Work schedule						
2 weeks in, 2 out	2,220	100.0	1,920	86.5	300	13.5
4 days in, 3 out	123	100.0	56	45.5	67	54.5
Monday to Friday	158	100.0	124	78.5	34	21.5
Other	64	100.0	30	46.9	34	53.1

Symbols: "x" number suppressed; "n" zero; "n/a" not available.

Table 16a.
Opportunities for career growth by residency, 2014

	All Respondents		NWT Residents						Non-NWT Residents					
	Total	%	Total	%	From	Moved to		Total	%	Previously	Never			
					NWT	%	NWT			%	lived in	NWT	%	lived in
Total	2,578	100.0	1,194	100.0	628	100.0	566	100.0	1,384	100.0	339	100.0	1,045	100.0
Yes	1,602	62.1	799	66.9	409	65.1	390	68.9	803	58.0	196	57.8	607	58.1
No	903	35.0	355	29.7	199	31.7	156	27.6	548	39.6	136	40.1	412	39.4
Not stated	73	2.8	40	3.4	20	3.2	20	3.5	33	2.4	7	2.1	26	2.5

Symbols: "x" number suppressed; "-" zero; "n/a" not available.

Table 16b.
Main reason for lack of career growth opportunities, 2014

Respondents lacking career growth opportunities		
	Total	
	No.	%
Total	903	100.0
There are no openings	273	30.2
Not interested in changing jobs	262	29.0
Ethnicity and favoritism	70	7.8
Don't have enough experience	53	5.9
Requires relocation to NWT	44	4.9
Don't have the skills	42	4.7
Other	118	13.1
Not stated	41	4.5

Symbols: "x" number suppressed; "-" zero; "n/a" not available.

Table 17a.
Equal access to career advancement as co-workers by residency, 2014

	All Respondents		NWT Residents						Non-NWT Residents					
	Total	%	Total	%	From NWT	%	Moved to NWT	%	Total	%	Previously lived in NWT	%	Never lived in NWT	%
Total	2,578	100.0	1,194	100.0	628	100.0	566	100.0	1,384	100.0	339	100.0	1,045	100.0
Strongly Agree	347	13.5	176	14.7	76	12.1	100	17.7	171	12.4	48	14.2	123	11.8
Agree	1,135	44.0	552	46.2	284	45.2	268	47.3	583	42.1	138	40.7	445	42.6
Undecided	406	15.7	192	16.1	123	19.6	69	12.2	214	15.5	34	10.0	180	17.2
Disagree	399	15.5	171	14.3	89	14.2	82	14.5	228	16.5	59	17.4	169	16.2
Strongly Disagree	254	9.9	86	7.2	49	7.8	37	6.5	168	12.1	54	15.9	114	10.9
Not stated	37	1.4	17	1.4	7	1.1	10	1.8	20	1.4	6	1.8	14	1.3

Symbols: "x" number suppressed; "-" zero; "n/a" not available.

Table 17b.
Advise a friend to apply for a job at their mine by residency, 2014

	All Respondents		NWT Residents						Non-NWT Residents					
	Total	%	Total	%	From NWT	%	Moved to NWT	%	Total	%	Previously lived in NWT	%	Never lived in NWT	%
Total	2,578	100.0	1,194	100.0	628	100.0	566	100.0	1,384	100.0	339	100.0	1,045	100.0
Strongly Agree	478	18.5	306	25.6	169	26.9	137	24.2	172	12.4	51	15.0	121	11.6
Agree	1,218	47.2	590	49.4	303	48.2	287	50.7	628	45.4	157	46.3	471	45.1
Undecided	467	18.1	169	14.2	88	14.0	81	14.3	298	21.5	66	19.5	232	22.2
Disagree	215	8.3	68	5.7	37	5.9	31	5.5	147	10.6	26	7.7	121	11.6
Strongly Disagree	165	6.4	46	3.9	26	4.1	20	3.5	119	8.6	33	9.7	86	8.2
Not stated	35	1.4	15	1.3	5	0.8	10	1.8	20	1.4	6	1.8	14	1.3

Symbols: "x" number suppressed; "-" zero; "n/a" not available.

Table 18a.

Most likely place to apply for a job outside current mine by residency, 2014

	All Respondents		NWT Residents				Non-NWT Residents					
	Total	%	Total	%	From NWT	Moved to NWT	Total	%	Previously lived in NWT	Never lived in NWT		
Total	2,578	100.0	1,194	100.0	628	566	1,384	100.0	339	1,045	100.0	
Another NWT mine	790	30.6	550	46.1	312	238	240	17.3	67	173	16.6	
A mining company outside NWT	471	18.3	103	8.6	27	76	368	26.6	83	285	27.3	
An Alberta oil sands company	629	24.4	168	14.1	87	81	461	33.3	112	349	33.4	
A non mining company within the NWT	169	6.6	158	13.2	101	57	11	0.8	8	3	0.3	
A non mining company outside the NWT	172	6.7	71	5.9	23	48	101	7.3	27	74	7.1	
Another contractor providing service at the mine site	96	3.7	39	3.3	26	13	57	4.1	11	46	4.4	
Close to home	45	1.7	13	1.1	9	4	32	2.3	6	26	2.5	
Job anywhere	49	1.9	10	0.8	4	6	39	2.8	3	36	3.4	
Other	96	3.7	56	4.7	24	32	40	2.9	11	29	2.8	
Not stated	61	2.4	26	2.2	15	11	35	2.5	11	24	2.3	

Symbols: "x" number suppressed; "-" zero; "n/a" not available.

Table 18b.

Likelihood of looking for job outside this mine in the next 12 months by residency, 2014

	All Respondents		NWT Residents				Non-NWT Residents					
	Total	%	Total	%	From NWT	Moved to NWT	Total	%	Previously lived in NWT	Never lived in NWT		
Total	2,578	100.0	1,194	100.0	628	566	1,384	100.0	339	1,045	100.0	
Very unlikely	728	28.2	386	32.3	179	207	342	24.7	89	253	24.2	
Somewhat unlikely	305	11.8	145	12.1	78	67	160	11.6	38	122	11.7	
Not sure	660	25.6	332	27.8	189	143	328	23.7	76	252	24.1	
Somewhat likely	409	15.9	170	14.2	93	77	239	17.3	60	179	17.1	
Very likely	459	17.8	150	12.6	80	70	309	22.3	74	235	22.5	
Not stated	17	0.7	11	0.9	9	x	6	0.4	x	4	0.4	

Symbols: "x" number suppressed; "-" zero; "n/a" not available.

Table 19

Use of services and facilities by employees who work at mine site by residency, 2014

	All Respondents		NWT Residents						Non-NWT Residents					
	Total	%	Total	%	From NWT	%	Moved to NWT	%	Total	%	Previously lived in NWT	%	Never lived in NWT	%
Total working at mine site	2,377	100.0	1,019	100.0	556	100.0	463	100.0	1,358	100.0	336	100.0	1,022	100.0
Availability of healthy food options														
Yes	2,070	88.4	893	90.6	485	90.0	408	91.3	1,177	86.8	282	84.4	895	87.6
No	236	10.1	81	8.2	50	9.3	31	6.9	155	11.4	45	13.5	110	10.8
Not stated	36	1.5	12	1.2	4	0.7	8	1.8	24	1.8	7	2.1	17	1.7
Used cultural space														
Yes	443	18.9	223	22.6	134	24.9	89	19.9	220	16.2	70	21.0	150	14.7
No	1,309	55.9	468	47.5	221	41.0	247	55.3	841	62.0	181	54.2	660	64.6
Did not know cultural space was available	541	23.1	280	28.4	179	33.2	101	22.6	261	19.2	69	20.7	192	18.8
Not stated	49	2.1	15	1.5	5	0.9	10	2.2	34	2.5	14	4.2	20	2.0
Used fitness facilities														
Yes	1,726	73.7	758	76.9	417	77.4	341	76.3	968	71.4	256	76.6	712	69.7
No	571	24.4	216	21.9	118	21.9	98	21.9	355	26.2	70	21.0	285	27.9
Not stated	45	1.9	12	1.2	4	0.7	8	1.8	33	2.4	8	2.4	25	2.4
Used learning center														
Yes	616	26.3	264	26.8	141	26.2	123	27.5	352	26.0	99	29.6	253	24.8
No	1,682	71.8	710	72.0	394	73.1	316	70.7	972	71.7	228	68.3	744	72.8
Not stated	44	1.9	12	1.2	4	0.7	8	1.8	32	2.4	7	2.1	25	2.4

Symbols: "x" number suppressed; "-" zero; "n/a" not available.

Table 20a.
Use of Health Services, 2014

	All Respondents		NWT Residents						Non-NWT Residents					
	Total	%	Total	%	From NWT	%	Moved to NWT	%	Total	%	Previously lived in NWT	%	Never lived in NWT	%
Total	2,578	100.0	1,194	100.0	628	100.0	566	100.0	1,384	100.0	339	100.0	1,045	100.0
Used Employee Assistance Programs														
Yes	376	14.6	213	17.8	119	18.9	94	16.6	163	11.8	68	20.1	95	9.1
No, but I needed it	248	9.6	166	13.9	99	15.8	67	11.8	82	5.9	24	7.1	58	5.6
No, I did not need it	1,939	75.2	805	67.4	403	64.2	402	71.0	1,134	81.9	245	72.3	889	85.1
Not stated	15	0.6	10	0.8	7	1.1	x	x	5	0.4	x	x	x	x
Used Counseling Services														
Yes	216	8.4	120	10.1	74	11.8	46	8.1	96	6.9	44	13.0	52	5.0
No, but I needed it	196	7.6	126	10.6	79	12.6	47	8.3	70	5.1	19	5.6	51	4.9
No, I did not need it	2,144	83.2	936	78.4	467	74.4	469	82.9	1,208	87.3	275	81.1	933	89.3
Not stated	22	0.9	12	1.0	8	1.3	4	0.7	10	0.7	x	x	x	x

Symbols: "x" number suppressed; "." zero; "n/a" not available.

Table 20b.
Use of Health Services, 2014

	All Respondents	
	Total	%
Total	2,578	100.0
Used both EAP and counseling services	134	5.2
Used counseling services, but also needed EAP	12	1.6
Used EAP, but also needed counseling services	42	1.6
Used neither, but needed both	128	5.0

Symbols: "x" number suppressed; "-" zero; "n/a" not available.

Table 21
Profile of residents from the NWT, 2014 & 2009

	From NWT			
	2014		2009	
	Total	%	Total	%
Total	628	100.0	539	100.0
Sex				
Male	460	73.2	434	80.5
Female	168	26.8	102	18.9
Not Stated	x	x	x	x
Age Group				
18 to 24 years	82	13.1	59	10.9
25 to 34 years	241	38.4	202	37.5
35 to 44 years	149	23.7	159	29.5
45 to 54 years	102	16.2	82	15.2
55 years & older	48	7.6	35	6.5
Not Stated	6	1.0	x	x
Marital Status				
Never married	224	35.7	185	34.3
Married or common-law	354	56.4	292	54.2
Separated or divorced	40	6.4	51	9.5
Widowed	x	x	x	x
Not Stated	x	x	x	x
Ethnicity				
Aboriginal	499	79.5	n/a	n/a
Non Aboriginal	126	20.1	n/a	n/a
Not Stated	x	x	n/a	n/a

Symbols: "x" number suppressed; "0" zero; "n/a" not available.

Table 22
Profile of residents who moved to the NWT, 2014 & 2009

	Moved to NWT			
	2014		2009	
	Total	%	Total	%
Total	566	100.0	449	100.0
Sex				
Male	424	74.9	317	70.6
Female	142	25.1	128	28.5
Not Stated	-	-	4	0.9
Age Group				
18 to 24 years	25	4.4	13	2.9
25 to 34 years	140	24.7	119	26.5
35 to 44 years	139	24.6	117	26.1
45 to 54 years	155	27.4	132	29.4
55 years & older	102	18.0	64	14.3
Not Stated	5	0.9	4	0.9
Marital Status				
Never married	121	21.4	78	17.4
Married or common-law	372	65.7	320	71.3
Separated or divorced	56	9.9	39	8.7
Widowed	10	1.8	7	1.6
Not Stated	7	1.2	5	1.1
Ethnicity				
Aboriginal	106	18.7	n/a	n/a
Non Aboriginal	453	80.0	n/a	n/a
Not Stated	7	1.2	n/a	n/a

Symbols: "x" number suppressed; "-" zero; "n/a" not available.

Table 23
Main reason for moving to the NWT, 2014

	Moved to NWT	
	No.	%
Total	566	100.0
Availability of work	218	38.5
Competitive pay and benefits	85	15.0
Northern experiences & adventures	72	12.7
Spouse's employment	47	8.3
Moved as part of company policy	39	6.9
To join family	25	4.4
Change in rotational schedule	10	1.8
Other	14	2.5
Not stated	56	9.9

Symbols: "x" number suppressed; ".0" zero; "n/a" not available.

Table 24

Likelihood of considering a move from the NWT in the next 12 months, 2014

	Total		Very Likely		Likely		Unlikely		Very Unlikely		Not Stated	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
NWT Residents	1,194	100.0	184	15.4	283	23.7	351	29.4	308	25.8	68	5.7
From NWT	628	100.0	80	12.7	129	20.5	184	29.3	189	30.1	46	7.3
Moved to NWT	566	100.0	104	18.4	154	27.2	167	29.5	119	21.0	22	3.9

Symbols: "x" number suppressed; "-" zero; "n/a" not available.

Table 25
Main reason for considering a move from NWT in the next 12 months, 2014

	Total		NWT Residents			
	No.	%	From NWT		Moved to NWT	
	No.	%	No.	%	No.	%
Total	467	100.0	209	100.0	258	100.0
Cost of living	206	44.1	99	47.4	107	41.5
Want to be closer to family	55	11.8	14	6.7	41	15.9
Job opportunities	43	9.2	19	9.1	24	9.3
Time for a change	38	8.1	22	10.5	16	6.2
Post secondary education	30	6.4	18	8.6	12	4.7
Tired of the weather	15	3.2	x	x	x	x
Retirement	12	2.6	5	2.4	7	2.7
Other	10	2.1	x	x	x	x
Not stated	58	12.4	29	13.9	29	11.2

Symbols: "x" number suppressed; "." zero; "n/a" not available.

Table 26
Profile of respondents who previously lived in the NWT, 2014 & 2009

	Previously Lived in NWT			
	2014		2009	
	Total	%	Total	%
Total	339	100.0	196	100.0
Sex				
Male	282	83.2	169	86.2
Female	57	16.8	25	12.8
Not Stated	-	-	x	x
Age Group				
18 to 24 years	6	1.8	8	4.1
25 to 34 years	76	22.4	28	14.3
35 to 44 years	81	23.9	56	28.6
45 to 54 years	84	24.8	61	31.1
55 years & older	89	26.3	41	20.9
Not Stated	x	x	x	x
Marital Status				
Never married	54	15.9	30	15.3
Married or common-law	239	70.5	138	70.4
Separated or divorced	34	10.0	23	11.7
Widowed	4	1.2	x	x
Not Stated	8	2.4	x	x
Ethnicity				
Aboriginal	87	25.7	n/a	n/a
Non Aboriginal	245	72.3	n/a	n/a
Not Stated	7	2.1	n/a	n/a

Symbols: "x" number suppressed; "-" zero; "n/a" not available.

Table 27a.

Years lived in the NWT before moving, 2014

Previously lived in NWT		
	Total	%
Total	339	100.0
Less than one year	7	2.1
1 to 4 years	110	32.4
5 to 9 years	46	13.6
10 to 14 years	30	8.8
15 years or more	125	36.9
Not stated	21	6.2

Symbols: "x" number suppressed; "-" zero; "n/a" not available.

Table 27b.

Reasons for moving from the NWT, 2014

Previously lived in NWT		
	Total	%
Total	339	100.0
Cost of living	171	9.8
To be closer to family	98	5.6
Time for a change	85	4.9
Tired of the weather	84	4.8
Greater educational opportunities	48	2.7
Job for spouse	36	2.1
Availability of direct flights	35	2.0
Career advancement	23	1.3
Other	19	1.1

Notes: Respondents could select multiple responses so percentages do not equal 100.

Symbols: "x" number suppressed; "-" zero; "n/a" not available.

Table 28

Level of concern for those who previously lived in the NWT in considering a move back to the NWT, 2014

	Previously lived in NWT									
	Total		Major concern		Minor concern		Not a concern		Not stated	
	No.	%	No.	%	No.	%	No.	%	No.	%
Cost of housing	339	100.0	290	85.5	27	8.0	11	3.2	11	3.2
Cost of utilities	339	100.0	279	82.3	38	11.2	10	2.9	12	3.5
Cost of food	339	100.0	210	61.9	85	25.1	30	8.8	14	4.1
Cost of transportation	339	100.0	196	57.8	91	26.8	37	10.9	15	4.4
Distance from extended family	339	100.0	186	54.9	83	24.5	58	17.1	12	3.5
Availability of goods & services	339	100.0	147	43.4	121	35.7	53	15.6	18	5.3
Spouse's employment & education	339	100.0	120	35.4	76	22.4	126	37.2	17	5.0
Educational opportunities	339	100.0	114	33.6	88	26.0	120	35.4	17	5.0
Recreational opportunities	339	100.0	97	28.6	117	34.5	106	31.3	19	5.6
Cultural activities	339	100.0	74	21.8	106	31.3	138	40.7	21	6.2

Symbols: "x" number suppressed; "-" zero; "n/a" not available.

Table 29
Profile of respondents who never lived in the NWT, 2014 & 2009

	Never lived in NWT			
	2014		2009	
	Total	%	Total	%
Total	1,045	100.0	515	100.0
Sex				
Male	990	94.7	494	95.9
Female	55	5.3	18	3.5
Not Stated	-	-	x	x
Age Group				
18 to 24 years	33	3.2	16	3.1
25 to 34 years	207	19.8	75	14.6
35 to 44 years	242	23.2	111	21.6
45 to 54 years	327	31.3	212	41.2
55 years & older	228	21.8	99	19.2
Not Stated	8	0.8	x	x
Marital Status				
Never married	139	13.3	59	11.5
Married or common-law	785	75.1	392	76.1
Separated or divorced	107	10.2	56	10.9
Widowed	x	x	x	x
Not Stated	x	x	x	x
Ethnicity				
Aboriginal	88	8.4	n/a	n/a
Non Aboriginal	942	90.1	n/a	n/a
Not Stated	15	1.4	n/a	n/a

Symbols: "x" number suppressed; "-" zero; "n/a" not available.

Table 30

Level of concern for those who never lived in the NWT in considering a move to the NWT, 2014

	Never lived in NWT									
	Total		Major concern		Minor concern		Not a concern		Not stated	
	No.	%	No.	%	No.	%	No.	%	No.	%
Cost of housing	1,045	100.0	916	87.7	72	6.9	20	1.9	37	3.5
Cost of utilities	1,045	100.0	851	81.4	121	11.6	29	2.8	44	4.2
Distance from extended family	1,045	100.0	798	76.4	157	15.0	51	4.9	39	3.7
Cost of food	1,045	100.0	750	71.8	211	20.2	40	3.8	44	4.2
Cost of transportation	1,045	100.0	697	66.7	232	22.2	70	6.7	46	4.4
Availability of goods & services	1,045	100.0	549	52.5	335	32.1	111	10.6	50	4.8
Spouse's employment & education	1,045	100.0	527	50.4	225	21.5	240	23.0	53	5.1
Educational opportunities	1,045	100.0	343	32.8	333	31.9	314	30.0	55	5.3
Recreational opportunities	1,045	100.0	332	31.8	364	34.8	297	28.4	52	5.0
Cultural activities	1,045	100.0	274	26.2	383	36.7	337	32.2	51	4.9

Symbols: "x" number suppressed; "-" zero; "n/a" not available.

Table 31
Main reason keeping non-NWT residents from moving to NWT, 2014 & 2009

	Non-NWT Residents			
	2014		2009	
	Total	%	Total	%
Total	1,384	100.0	711	100.0
I like my home community	480	34.7	209	29.4
Cost of living in the NWT	332	24.0	197	27.7
Family responsibilities	148	10.7	73	10.3
Length of winter	117	8.5	99	13.9
Spouse's employment	89	6.4	36	5.1
Home ownership	60	4.3	n/a	n/a
Quality of life	24	1.7	n/a	n/a
Cost of relocation	12	0.9	n/a	n/a
Other	23	1.7	55	7.7
Not stated	99	7.2	42	5.9

Symbols: "x" number suppressed; "0" zero; "n/a" not available.

8 APPENDICES

APPENDIX A: METHODOLOGY

The NWT Bureau of Statistics in conjunction with De Beers Group of Companies, Diavik Diamond Mines (2012) Inc., Dominion Diamond Ekati Corporation, and three departments within the GNWT developed the 2014 NWT Survey of Mining Employees. Each of the three diamond mining companies provided the frame for the survey based on a current employee listing including contractor employees. The survey was a census of all current NWT diamond mine employees.

Working with mine representatives, NWT Bureau of Statistics staff traveled to the three mine sites to deliver the survey between August 5 and October 2, 2014. The survey was self-administered; that is, the mine employees read and filled out the survey individually. The role of the Bureau of Statistics staff was to introduce the survey and respond to any questions. The same survey administration procedures used at the mine sites were applied when surveys were completed with mine employees working from the respective Yellowknife offices.

Data entry was completed directly from questionnaires to a database prepared by the NWT Bureau of Statistics. Computer assisted edits were performed to check for data entry errors and logical inconsistencies among responses. Non-NWT residents who did not indicate their residency sub-category were considered to have never lived in the NWT.

Statistical tables were prepared using the Statistical Package for the Social Sciences (SPSS). Values of less than 4 were suppressed to protect the confidentiality of respondents.

Ineligible employees were removed from the frame. Ineligible employees included persons no longer working for the mining company or on long-term leave during the survey operations. In total, 2,578 persons responded to the survey, yielding a response rate of 83%.

APPENDIX B: SURVEY QUESTIONNAIRE

2014 NWT SURVEY OF MINING EMPLOYEES



Instructions

Please read each question carefully. Put a mark in the box or boxes that match your answer.

Unless otherwise indicated, please mark only ONE answer per question and then proceed to the next question.

Please note that some answers require you to "skip" to another question or section in the survey. These are indicated by a blue arrow and instructions on where to proceed.

If you need assistance with the survey, please do not hesitate to contact the on-site Bureau of Statistics representative.

Thank you very much for your participation.

All information collected in this survey will be kept confidential and used only for statistical and information purposes and is protected by the *Access to Information and Protection of Privacy Act*.

A. BACKGROUND INFORMATION

To begin this survey, we would like to ask you a few questions about yourself.

A1. Are you male or female?

- ₁ ☐ Male ₂ ☐ Female

A2. How old are you? (*Mark ONE only*)

- ₁ ☐ 18 – 24 years
₂ ☐ 25 – 34 years
₃ ☐ 35 – 44 years
₄ ☐ 45 – 54 years
₅ ☐ 55 years & older

A3. What is your current marital status? (*Mark ONE only*)

- ₁ ☐ Never married
₂ ☐ Married or common-law
₃ ☐ Separated or divorced
₄ ☐ Widowed

A4. What is the highest level of schooling you have completed through school or upgrading? (*Mark ONE only*)

- | | |
|---|--|
| ₁ ☐ Less than high school | ₄ ☐ College certificate or diploma |
| ₂ ☐ High school diploma | ₅ ☐ University degree |
| ₃ ☐ Trades certificate or diploma | |

A5. What is your ethnicity? (**Mark ONE only**)

- ₁ ☐ Aboriginal
₂ ☐ Non-Aboriginal

A6. Who currently lives with you in your home? Do not include anyone who is away at school or who is only staying with you temporarily. (**Mark ALL that apply**)

- ₁ ☐ Spouse or common law partner
₂ ☐ Children **—————> How old are they?** a) _____
₃ ☐ Parents b) _____
₄ ☐ Grandparents c) _____
₅ ☐ Brothers or sisters d) _____
₆ ☐ Unrelated roommate(s) e) _____
₇ ☐ Other (Specify): _____

A7. Do you have any other dependants that do not live with you? Dependants are people you support financially on a regular basis. (**Mark ONE only**)

- ₁ ☐ Yes ₂ ☐ No

A8. Do you own or rent your home? (**Mark ONE only**)

- ₁ ☐ Own ₂ ☐ Rent

B. EMPLOYMENT

B1. Which of the following categories best describes your **usual** work schedule? *(Mark ONE only)*

- 1 ☐ Two weeks in, two weeks out 3 ☐ Monday to Friday
2 ☐ Four days in, three days out 4 ☐ Other (Specify): _____

B2. What would be your **preferred** work schedule? *(Mark ONE only)*

- 1 ☐ Two weeks in, two weeks out 3 ☐ Monday to Friday
2 ☐ Four days in, three days out 4 ☐ Other (Specify): _____

B3. How long have you worked with a northern mine such as Ekati, Diavik, or Snap Lake? *(Mark ONE only)*

- 1 ☐ Less than 1 year 4 ☐ 10 - 14 years
2 ☐ 1 - 4 years 5 ☐ 15 years or more
3 ☐ 5 - 9 years

B4. Besides this mine, which other NWT mines have you worked at during the **past 5 years**? *(Mark ALL that apply)*

- 1 ☐ Ekati
2 ☐ Snap Lake
3 ☐ Diavik
4 ☐ No other NWT mine  *(Skip to B6)*
5 ☐ Other (Specify) _____

B5. What is the main reason you left the previous mine? (*Mark ONE only*)

- ☐ 1 Career advancement
- ☐ 2 Better pay and benefits
- ☐ 3 Improved job stability
- ☐ 4 Laid off because of company downsizing or restructuring
- ☐ 5 End of seasonal work/ Term ended
- ☐ 6 Company terminated my employment (fired)
- ☐ 7 Other (Specify) _____

B6. Do you feel you have opportunities for career growth within this mine? (*Mark ONE only*)

☐ 1 Yes

☐ 2 No

 Why not? (*Mark ONE only*)

- ☐ 1 I don't have the skills
- ☐ 2 I don't have enough experience
- ☐ 3 There are no openings
- ☐ 4 I am not interested in changing jobs
- ☐ 5 Other (Specify) _____

B7. Please indicate if you agree or disagree with the following statements; (**Mark ONE only per question**)

	Strongly Agree	Agree	Undecided	Disagree	Strongly Disagree
a. I have equal access to career advancement as my co-workers	1 ☐	2 ☐	3 ☐	4 ☐	5 ☐
b. My pay and benefits are competitive with similar jobs I might find in the NWT	1 ☐	2 ☐	3 ☐	4 ☐	5 ☐
c. My pay and benefits are competitive with similar jobs I might find outside the NWT	1 ☐	2 ☐	3 ☐	4 ☐	5 ☐
d. I would advise a friend to apply for a job at this mine	1 ☐	2 ☐	3 ☐	4 ☐	5 ☐

B8. What is the most important thing encouraging you to stay working at this mine? (**Mark ONE only**)

- 1 ☐ Pay and benefits
- 2 ☐ Job satisfaction
- 3 ☐ Family reasons
- 4 ☐ Spouse's employment
- 5 ☐ Relationship with co-workers
- 6 ☐ Job stability
- 7 ☐ I like the rotation
- 8 ☐ Professional development opportunities
- 9 ☐ Other (Specify) _____

B9. If you were to look for a job outside this mine, where would you most likely apply? (**Mark ONE only**)

- 1 ☐ Another NWT mine
- 2 ☐ A mining company outside NWT
- 3 ☐ An Alberta oil sands company
- 4 ☐ A non-mining company within the NWT
- 5 ☐ A non-mining company outside the NWT
- 6 ☐ Another contractor providing service at the mine site
- 7 ☐ Other (Specify) _____

B10. In the next 12 months, how likely are you to look for a job outside this mine? (**Mark ONE only**)

- 1 ☐ Very unlikely
- 2 ☐ Somewhat unlikely
- 3 ☐ Not sure
- 4 ☐ Somewhat likely
- 5 ☐ Very likely

B11. Do you work (**Mark ONE only**)

- 1 ☐ Directly for the mine
- 2 ☐ For a contractor at the mine

C. HEALTH AND WELLNESS

- C1. During the time you have been working for this mine, have you used the Employee Assistance Programs (counseling and other supports) offered by your employer? (**Mark ONE only**)

- ₁ ☐ Yes
₂ ☐ No, but I needed it
₃ ☐ No, I did not need it

- C2. Besides the Employee Assistance Programs, have you used any other counseling or support programs during the time you have been working for this mine? (**Mark ONE only**)

- ₁ ☐ Yes
₂ ☐ No, but I needed it
₃ ☐ No, I did not need it

- C3. Do you normally work at the mine site? (**Mark ONE only**)

- ₁ ☐ Yes
₂ ☐ No  (**Skip to Section D**)

- C4. Are healthy food options available at your mining site? (**Mark ONE only**)

- ₁ ☐ Yes
₂ ☐ No

- C5. Have you used the cultural space at your mine site? (**Mark ONE only**)

- ₁ ☐ Yes
₂ ☐ No
₃ ☐ I did not know a cultural space was available

C6. Have you used the fitness facilities at your mine site? (**Mark ONE only**)

₁ ☐ Yes

₂ ☐ No

C7. Have you used the learning center at your mine site for furthering your education or to complete professional development programs? (**Mark ONE only**)

₁ ☐ Yes

₂ ☐ No

D. LIFE IN YOUR COMMUNITY

Next, we would like to get some information about your home community, meaning the city, town or village where you currently live.

D1. How long have you lived in your home community? (**Mark ONE only**)

₁ ☐ Less than one year

₄ ☐ 10 – 14 years

₂ ☐ 1 – 4 years

₅ ☐ 15 years or more

₃ ☐ 5 – 9 years

D2. In which region do you currently live? (**Mark ONE only**)

₁ ☐ Western Region (British Columbia, Alberta, Saskatchewan or Manitoba)

₂ ☐ Central Region (Quebec or Ontario)

₃ ☐ Atlantic Region (New Brunswick, Nova Scotia, P.E.I. or Newfoundland & Labrador)

₄ ☐ Northern Region (Nunavut or Yukon)

₅ ☐ Northwest Territories  (**Skip to Section E**)

D3. Have you ever lived in the Northwest Territories? (**Mark ONE only**)

₁ ☐ Yes

₂ ☐ No  (**Skip to D6**)

D4. Why did you leave the Northwest Territories? (**Mark ALL that apply**)

₁ ☐ Time for a change

₂ ☐ Tired of the weather

₃ ☐ Want to be closer to family

₄ ☐ Cost of living

₅ ☐ Greater educational opportunities

₆ ☐ Career advancement

₇ ☐ Job for spouse

₈ ☐ Availability of direct flights to mine

₉ ☐ Other (Specify): _____

D5. How many years did you live in the Northwest Territories before moving?

_____ Years

- D6. For each of the following factors, please indicate if this would be a major concern, a minor concern or not a concern if you were considering a move to the Northwest Territories. (**Mark ONE only per question**)

	Major concern	Minor concern	Not a concern
a. Cost of housing	1 ☐	2 ☐	3 ☐
b. Cost of transportation	1 ☐	2 ☐	3 ☐
c. Cost of utilities	1 ☐	2 ☐	3 ☐
d. Cost of food	1 ☐	2 ☐	3 ☐
e. Educational opportunities	1 ☐	2 ☐	3 ☐
f. Recreational opportunities	1 ☐	2 ☐	3 ☐
g. Availability of goods and services	1 ☐	2 ☐	3 ☐
h. Cultural activities (arts; entertainment; theatre, etc.)	1 ☐	2 ☐	3 ☐
i. Distance from extended family/friends	1 ☐	2 ☐	3 ☐
j. Spouse's employment or education	1 ☐	2 ☐	3 ☐

- D7. What is the main reason keeping you from moving to the Northwest Territories? (**Mark ONE only**)

1 ☐ My spouse's employment	5 ☐ Length of winter
2 ☐ Family responsibilities	6 ☐ I like my home community
3 ☐ Cost of living in the NWT	7 ☐ Home ownership
4 ☐ Cost of relocation	8 ☐ Other (Specify): _____

SKIP TO SECTION F

E. EMPLOYEES CURRENTLY LIVING IN THE NORTHWEST TERRITORIES

The following questions are for employees who currently reside in the NWT.

E1. Did you move to the Northwest Territories to work in the **mining industry**? *(Mark ONE only)*

1 ☐ Yes

2 ☐ No

3 ☐ I am from the NWT → *(Skip to E3)*

E2. What was your main reason for moving to the Northwest Territories? *(Mark ONE only)*

1 ☐ Competitive pay and benefits

2 ☐ Availability of work

3 ☐ Had to move as part of company policy

4 ☐ Change in rotational schedule

5 ☐ Northern experiences and adventures

6 ☐ My spouse's employment

7 ☐ Other (Specify): _____

E3. Should the opportunity arise, how likely are you to consider a move from the Northwest Territories in the next 12 months? *(Mark ONE only)*

1 ☐ Very Likely

2 ☐ Likely

3 ☐ Unlikely → *(Skip to Section F)*

4 ☐ Very Unlikely → *(Skip to Section F)*

E4. What is your main reason for considering a move from the NWT in the next 12 months? (**Mark ONE only**)

- ☐ ₁ Time for a change
- ☐ ₂ Tired of the weather
- ☐ ₃ Want to be closer to family
- ☐ ₄ Cost of living
- ☐ ₅ Retirement
- ☐ ₆ Post-secondary education
- ☐ ₇ Job opportunities
- ☐ ₈ Other (Specify): _____

F. ADDITIONAL COMMENTS

F1. Any other comments?

***Thank you very much for
completing the survey.***

***Should you have any questions regarding the survey,
please contact:***

***NWT Bureau of Statistics
1-888-782-8768 (1-888-STATSNT)
or 867-873-7147***

For Bureau of Statistics ONLY

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